

App. F. IX-4

1948. Aug
(CB)

File No. 615-48

Serial Nos. 1-7

Previous References.

Later References.

CB 177-49-1,

CB 177-49-2

CB 177-49-3

GENERAL AND REVENUE SECRETARIAT

Serial Nos. 7

Part B for Sept 49

SUBJECT

Indian Administrative and Police
Services Scheme

no 49/48

20. 9. 49.

To

Here Secret Copy to be

Govt. of India

Min. of State

New Delhi

10/10/25/11

Serial
No.

Letter no. F-41-4/48, dt 30.8.48
from the Ministry of States, Government of India,
enquiring whether Mysore agrees to participate
in the Indian Administrative Service and/or
Indian Police Service schemes on the terms
mentioned.

1) In deference to wishes expressed
by States, the Government of India have decided
that subjects of any acceding Indian State will be
eligible for appointment to the Indian Adminis-
trative and Police Services, provided the State
participates in the Indian Administrative and Police
Services schemes and establishes cadres in its
own territory in the same way as Provinces have
done, based on common services conditions on
an All-India basis.

2) The scales of pay and other con-
ditions of service of Officers of the Indian -
Administrative and Police Services are those -
detailed in the Ministry of Home Affairs letter
flagged V.

3) The Government of India enquire
whether Mysore agrees to participate in the
Indian Administrative Service and/or Indian
Police Service Schemes on these terms, and if
so, request to be informed of the number of
vacancies in the State if any which should
be reserved for members of the Indian
Administrative/Indian Police Service.

4) Participation in the two All-

Participation in Indian Administrative Service and Indian Police

Service Schemes

File No. 1540 of 194
C.B.

General and Revenue
Secretariat

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India Service Schemes raises far-reaching issues affecting Government policy, and the terms of participation require detailed examination at a high level - possibly at the hands of an expert. It may also be desirable to obtain the advice of one or two ^{experienced} administrators of the state (e.g. Prathameshwarin Sri N. Madhava Rao) on the schemes.

Submitted for orders.

5) The Financial Secretary

may perhaps be consulted in the first instance.

Chief Secy)

9/9/48

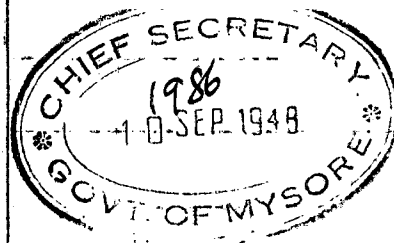
6) On abstract & general grounds it

seems to me that it is beneficial that Mysore should participate in the Schemes under reference relating to the Indian Civil Services & the Indian Police Service.

7) This would mean that we have to establish ^{for posts which may be fixed for this purpose} analogous cadres with the same set of service conditions re. leave, travelling allowances, provident fund, medical attendance facilities etc. - which have been detailed in the enclosure to the letter from the C. of I.

8) In case a decision on this general question is first taken, it can be then decided how many such posts should be included in the several cadres in Mysore.

9) The matter is of great importance; and it



1540
CB31
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is only by our agreeing to participate in the Scheme, that we shall have a sure chance of having Mysore young men in high administrative or Police jobs in other parts of the Dominion.

10) The matter may be considered at a meeting of the Council

(Chief min^y
& Dewan)

WJ
20/9/48
20/9.

11) Council meeting.

12) The financial implications have also to be worked out and embodied in the Council note

(12) For remarks
JL Secy^y
WJC)

WJC
2/10

3/10/48
by 3/10

(14) Unless the number of posts to be reserved for All India Service is decided, the extra cost cannot be worked out. The subject refers both to administrative and police service. Information may be obtained from Madras and one or two States regarding the number of posts that they have reserved for All India Service under the scheme. It has to be ascertained whether appointments for such posts are made exclusively by Govt. of India and what exactly are the details of the scheme.

Ch. Seaywre) 12/10/48

CB.
WJC 14/10/48

Office of the Chief Minister

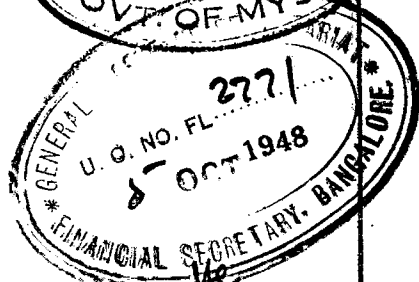
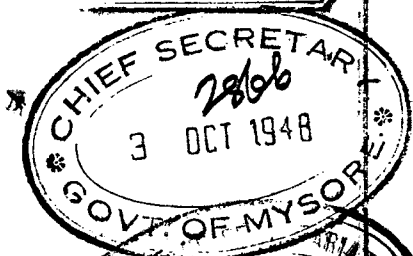
C. 636

21.9.48

DEWAN'S OFFICE

20 OCT 1948

No. 1608



277/1
5 OCT 1948
5710/48

Participation in Indian Administrative Service and Indian Police Service Schemes.

File No.

2878 of 1948
CB

1540 J 2878
CB

General and Revenue
Secretariat

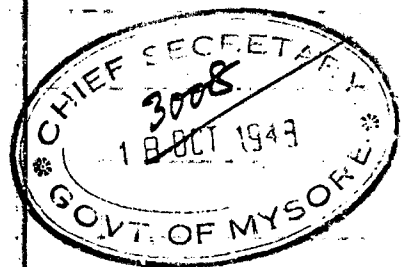
Serial
No.

Submitted

15) Draft letters to the Chief Secretaries
to the Govts. of Madras ^{and Travancore} are put up in the
first instance for approval.

16) May
Chief Secy) 17/10/48

17) Issued at once -



Issued letter no. 2761/CB dt 21.10.48

To the Ch. Secy. to the Govt. of Madras

No. 2762/CB dt 21.10.48

To the Ch. Secy. to Govt. of Travancore

Enquires terms of participation in
the Indian Administrative Service and for Indian
Police Service Schemes.

Sms

Letter no. ROC. 7302/40/gad.
dt 5.11.48 from the Secretary to Govt., Govt. of
Travancore stating that the matter relating to
Indian Administrative Service and Police Service
schemes is engaging the attention of the
Travancore Govt.

18) Order of the Chief Secretary on p.u.d.
"T. P. Intd. R. S. 9.11.48.

19) Submitted with previous references
for perusal.

no. May
9/11/48

Chief Secy)

21. On 11.10.48 we have

received a letter from S. J. D.



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asking us to expedite reply. We have sent an interim reply & meanwhile called for information from Madras & Travancore & Cochin to see what they propose to do.

22. In the letter from C. of. of 6.3.48, in para. 8. it is said that the terms re. retirement benefits are still not finalised. We may ask C. of. of. about this point, and also regarding further details about the number of posts that we shall have to reserve in our cadres. The number C. of. of. will add to us to the Adm. Service & the Police Service in the various ranks. The appointing authorities, the procedure re. exchange of officers if any, rules re. leave & pensionary contributions re.

23. We cannot obviously revise cadre scale to be in conformity with the Central Scale of Pay, but can perhaps keep a few posts in the Adm. & Pol. Service on a par with those. The bearing of this aspect of the matter on the main question of making available to Mysore our young men certain posts in the Central Service is not clear. What exactly the scheme's way also be ascertained.

11/6
10/11
18/11/48

Participation in Indian Administrative / Police Services Scheme.

File No. 2878 of 1948.
CB

General and Revenue
Secretariat

Serial
No.

Submitted

24) Draft letter put up for

25) May
11/11/48.

Chief Secy)

26) For no. of remarks
before issue.

Int. Secy }
D/c

27) The letter may issue. There is not material enough
to form any opinion yet.

ch. Seeywre)

13/11/48
11/11/48

Issued letter no 3476/cb. D. 18th/19th Nov. '48

To the Secy. to the Govt. of India,

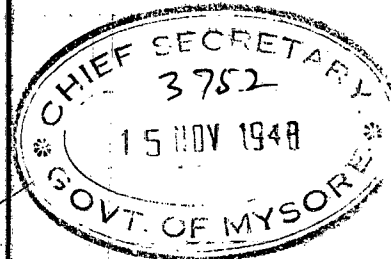
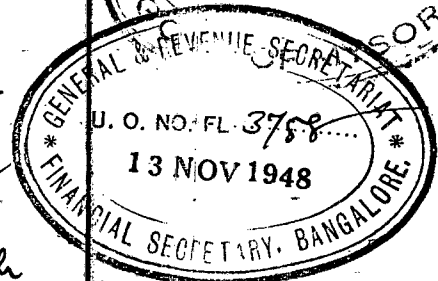
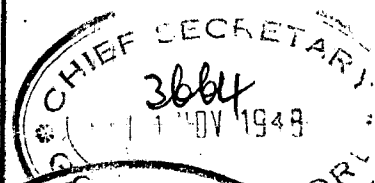
Ministry of States, New Delhi

Asks for fuller details of the Scheme.

Letter No. 3932/48-2, D. 27.11.48
from the Chief Secretary to the Govt. of
Madras forwarding Copies of memoranda
regarding the Constitution of the Indian Ad-
ministrative and Police Services to provide
Officers for the Central and Provincial
Governments.

29 Submitted for perusal.

30 The terms under which the
Provincial Governments are participating
in the scheme seem to have been



Smy

Indian Administrative / Police Services Schemes.

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Negotiated at a Chief Secretaries' Conference, and the Provincial quotas ~~down to~~ ~~down to~~ fixed on the basis that the numbers should fill the gap caused by the departure of European Officers and ~~should~~ provide reinforcements to the Central Govt. As this basis does not apply to the State, the State's quota can be fixed perhaps only on the basis of reciprocity. With a view to determining this, the number of posts that would be reserved for Mysore in the two Services and the number that Mysore would have to reserve for members of the two Services would have to be settled. The Govt. of India have been addressed on the point, and their reply is awaited.

31. Meanwhile the papers may be sent to the Financial Sect. for such preliminary examination as they may find possible.

Chief Secy)

32 seen
9.12.48

[Signature]
8.12.48.

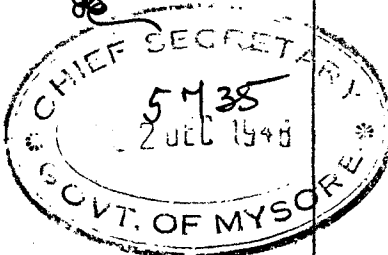
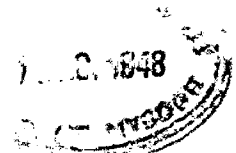
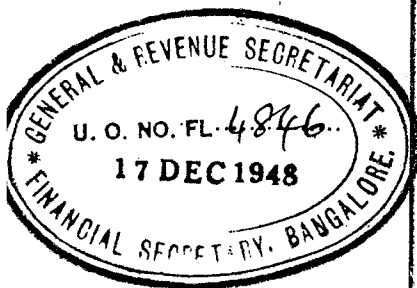
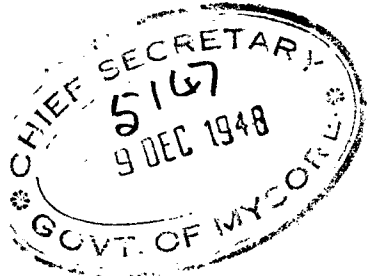
H. Secy W/c)

33 *[Signature]*
9/12
seen
9.12.48

34. Seen. The reply from the Government of India may be awaited and a clear note may be put up thereafter indicating our recurring commitments on this account and the necessity therefor.

ch. Secy W/c)

22/12/48



Indian Administrative / Police Services Schemes.

8)

File No.

of 194 .

General and Revenue
Secretariat

Serial
No.

Letter no. F. 41- G / 48, D 27.1.49,
from the Secretary to the Government of India,
Ministry of States, New Delhi, forwarding
copies of memoranda regarding the constitution
of Indian Administrative and Police Services,
containing details of the schemes.

35 Submitted for perusal.

36 Although the copies of the memo-
randa contain more details of the schemes,
they do not answer specifically any of the
points raised in our letter; nor do they give
a clearer idea of the principle of reciprocity.

37 It is not also easy, in these
circumstances, to determine with any degree
of accuracy the financial implications of
the schemes.

38 It is stated that the strength,
including both the number and character of
posts of the Indian Administrative / Police
Service shall be as specified in the Schedule
and that the schedule may, if and when
considered necessary, be amended by the
Central Government in consultation with the
appropriate Provincial Government. The schedule
itself is the result of negotiations between the
Central Government and the Provincial
Governments at a Chief Secretaries'
Conference.

39 If approved, therefore, the

Indian Administrative / Police Service Schemes.

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Secretariat

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CS

9)

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No.

Government of India will be requested to reply specifically to the first two points in our letter about the number of posts that have to be reserved by Mysore and the number that will be allotted to Mysore, the figures being provisional for the time being and subject to finalisation in due course after examining the financial aspects of the scheme so far as this Government is concerned.

LD
31.1.49

Chief Secy)

40 xmr
11/2/49

Chief Min.)

Thru Jnl-Secy).

41 *LD*
2/2
xmr
21/49

42 *LD*
3.2.49.
LD

43 *LD*
9/2

11/2
xmr
7.2.49

Submitted

44 Draft letter put up for approval.

LD
8.2.49

Chief Secy)

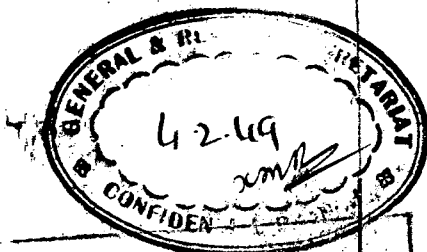
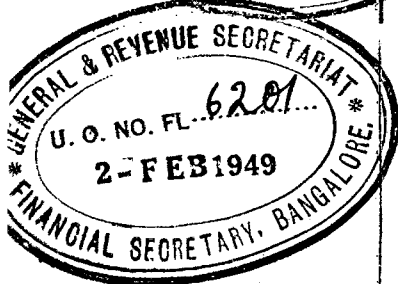
45 xmr
9.2.49

46 *LD*
9/2
xmr
9.2.49

Issued letter no. 6356/CS. d 10.2.49

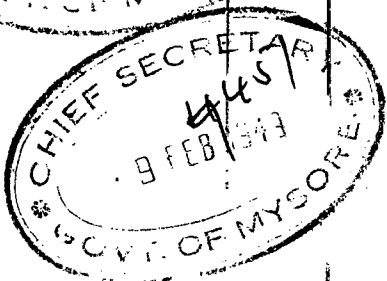
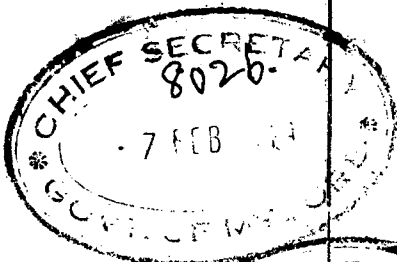
To.

The Secy. to the G. of I.
Ministry of States,
New Delhi



Office of the Chief Minister

No. C 1293
Date 4.2.49



PARTICIPATION IN ~~AN~~ INDIAN ADMINISTRATIVE/POLICE SERVICES SCHEME.

(10)

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General and Revenue
Secretariat

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(47) As instructed, the papers have been reexamined with a view to seeing whether an immediate decision could be taken in regard to participation in these two schemes in order to enable Mysore candidates, if any, who have applied for admission to the I.A.S. and I.P.S. to be appointed, if successful.

(48) 2. The Government of India have decided that subjects of any acceding Indian State will be eligible for appointment to the Indian Administrative and Police Services provided the State participates in the Administrative and Police Services Scheme and establishes cadres in its own territory in the same way as Provinces have done, based on common service conditions on an All India basis.

(49) 3. The scales of pay of officers are as follows:-

(1) (a) Indian Administrative Service:-

Junior Scale: Rs. 350-400-450-450-500-
-540-30-600-E.B. 870-40-950 (19 years).

Senior scale: Rs. 800 (6th year or under)-
-850-1000-60-1300-50-1800 (25 years).

(b) Indian Police Service:

Junior Scale: Rs. 350-350-380-380-30-590-
E.B.-30-770-40-850 (19 years);

Senior Scale: Rs. 600 (6th year or under)-
-40-1000-1000-1050-1100-1150 (in the
22nd year).

(50) 4. With a view to forming an opinion on these schemes, more particularly to work out the financial commitment, if any, the Government of India were addressed for information on the following points:-

(1) The number of posts that have to be reserved by the Mysore State for members of the Indian Administrative/Police Services;

(2) The number of posts that will be allotted to Mysore State in the Administrative/Police Services in the different scales.

(3) The appointing authorities.

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(4) The procedure regarding exchange of officers, if any.

(5) Rules regarding leave and pensionary contributions etc.

(51) 5. In reply, the Government of India have forwarded copies of memoranda regarding the constitution of the India Administrative and Police Services, containing details of the scheme. These memoranda do not answer the above points specifically, more particularly, as regards the number of vacancies which should be reserved in Mysore for members of the I.A.S. and I.P.S. It is clear, however, that the determination of this number is a matter for negotiation with the Government of India. // This may perhaps be taken up later. In the meanwhile, from the word ~~ingress~~ ^{of the Govt. of India letter,} it would look as if the reservation of posts in Mysore might even be regarded as optional as the Government of India require only an indication of the number of vacancies in the State, if any, which should be reserved for members of the I.A.S. and I.P.S. In this view, the examination of the financial implications could perhaps be deferred and the Government of India may be informed that while no vacancies need be reserved in Mysore for members of the I.A.S. and I.P.S. at present, the Government of Mysore agree to participate in the scheme. In any case, the Government of India may perhaps be informed that, pending any decision that may be reached as a result of further correspondence and negotiations, the claims of Mysore candidates, if any, for appointment to the I.A.S. and I.P.S. may not be jeopardized.

(52) 6. As will be seen from the copies of the Memoranda, // the replies to the points raised in para 4 (50) may be taken roughly as follows:-

(Contd.....)

12)

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Points: (1) and (2).

The number and character of posts under these two heads will presumably be the same and have to be fixed separately in consultation with the Central Government with reference to the State's requirements and the obligations, if any, under the scheme.

(3) Recruits selected on the result of an Examination are appointed to service by the Central Government and posted to a Province or State in consultation with the latter.

(4) It is open to the participating Provincial or State Government to fill up a number of posts not exceeding 25% of that allotted to the Provincial Government by promotion of members of the Provincial or State Civil Service. The rules regulating the promotion of Provincial or State Civil Service Officers to the Indian Administrative Service are to be framed by the Provincial or State Government concerned in consultation with the Federal Public Service Commission.

(5) Rules regarding Leave, are the same as for Class I Officers of the Central Government in terms of the revised rules 1933. A copy of the Revised Rules 1933 is not however available. Officers of the I.A.S. and I.P.S. will contribute compulsorily towards ~~the~~^a provident fund at rates specified.

4278
CS

participation in Indian Administrative / Police Services Scheme

the matter appears to be not merely financial.

15

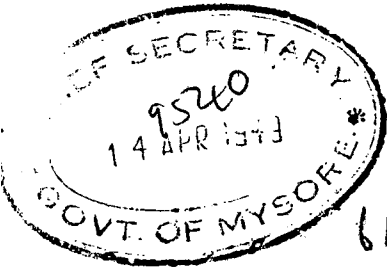
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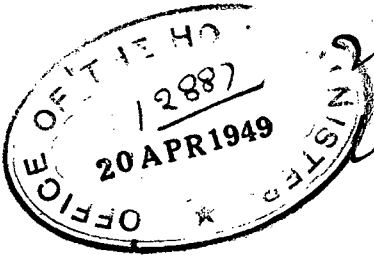
By
H. H.

115

1574
smr
16/4/49



61) The question requires careful consideration particularly in view of the impending question of working up state admin. machinery. The matter may be considered in Council



min for Fin
Chief Minister
D. Swamy

OFFICE OF THE MINISTER
FOR FINANCE & INDUSTRIES.
No. 4468
Date 22/4/49

OFFICE OF THE
CHIEF MINISTER
No. 1156
Date 25/4/49

62) The scheme may offer certain advantages - though obviously it involves extra cost. Better discuss in Council

H. H.

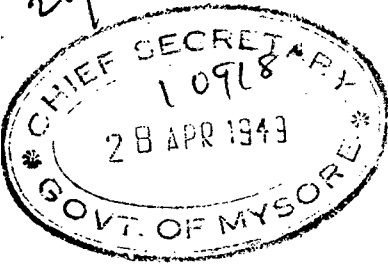
63) may be discussed at a Council meeting.

K. H.

26/4

63) Council meeting
APR
28/4

112
28/4



115

28/4

smr
29/4/49

Participation in Indian Administrative / Police Services

(16) Schemes.

Submitted

D. C. N. put up for consideration.

Chief Secy)

xmr

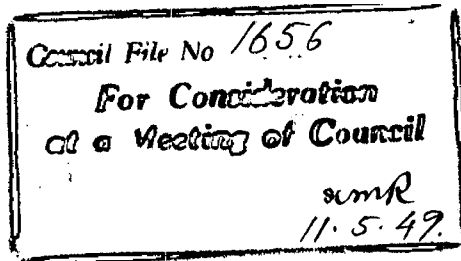
29.4.49

Ind
29.4.49.

App'd. Copies of the
Memorandum have also to
be attached



11/5
29/4
xmr
29.4.49



17)

Extract from the Proceedings of the 172nd Meeting of the
Council of Ministers held at ^{Mysore} ~~Bangalore~~ on 16-7-1949 194-9

SUBJECT:-

Participation in the Indian Administrative
Service Scheme.

OPINION OF THE COUNCIL.

Mysore has had a Civil Service based largely on the system prevailing in adjacent Provinces under British administration. The question therefore arises whether, apart from financial commitments, it is possible to introduce at this stage any personnel from outside Mysore into the senior scale. It is felt that the question of selecting some of the existing officers as senior scale officers and treating ~~xxxxxx~~ the rest on the Mysore scale would produce dissatisfaction in the service. As this is a homogeneous service which has been built up in the State and does not present the difficulties which some of the Unions of States present in this matter, the Government of Mysore is of the opinion that it is not desirable to introduce any new elements in the senior scale or indeed to differentiate among the existing personnel in that scale.

So far as junior scale is concerned, at present, the Mysore state recruits to this cadre, i.e., Assistant Commissioners, both by promotion from the lower ranks and by direct appointments, either through a competitive examination or by nomination. The Mysore Government is anxious to join in the benefits of an Indian Administrative Service particularly if, and because, it will give subjects of the State an opportunity to participate in the Administrative Service of the Dominion of India. Government propose that 25 per cent of vacancies arising from time to time in the cadre of Assistant Commissioners, that is

"EXTRACT"

p.t.o.

the junior scale, may be filled up by candidates selected by the Indian Administrative Service and the remaining 75 per cent will be filled ^{up} in the State by promotion or by direct recruitment. The officers taken initially in this manner will at the ~~xx~~ appropriate stage, be promoted to the senior scale by the Indian Administrative Service. It is therefore ~~xxxxxx~~ ~~xxx~~ unnecessary to earmark any particular appointments or fix any particular number of places in the senior scale for such officers.

There will thus be a differential scale of pay for the Indian Administrative Officers who are recruited initially to the junior scale ^{and when they are promoted to the senior} differing from the scale of ^{pay} ~~scale~~ which other Mysore civil servants recruited otherwise will be drawing. This anomaly exists elsewhere also and, though it is new to Mysore, the Government of Mysore, in the interests of reciprocity, are prepared to accept this anomaly.

So far as police service is concerned, the Government of Mysore do not consider it necessary to have officers of the All India service.

Sd. A. Ramaswami Mudaliar,
DEWAN OF MYSORE.

"EXTRACT"

A. Srinivas

Chief Secretary to Government

Submitted.

Draft reply put up for consideration before putting

up D. S. N.

Chief Secy)

amr
18/7/49

Issue 115
18/7

Li
17.7.49

Please put up all
recy. replys including State
Rep. Govt dist, H.C. Rules, re.

115
18/7

6839 of 48. 8 Police.

Participation in the Indian ^{CB} Administrative Scheme.

Issued letter No. 749/CB. dated 20th July 49 to the secretary to the Govt of India, Ministry of states, New Delhi, forwarding in triplicate, the answer to the Questionnaire, and a copy of the civil list Part I. (1.1.49), and intimating the resolution of the Council ~~in~~ regarding the participation of the state in the I.A.S. Scheme.

Submitted

3 Copies of the proceedings of the two meeting held at Delhi are put up.

Kg

6/8/49.

Serial
No.

Letter No.F.23(4)-S/49 dated 21st June 1949 from the Ministry of States, Government of India, New Delhi, regarding ^{of Chief Secretaries of Unions and States} meeting to be held in the States Ministry on the 25th July 1949 to finalise all questions relating to the Constitution of Indian Administrative Service Scheme ^{Cadres} Course in the States and Unions.

1. Submitted for persual. The question of participation in the I.A.S. Scheme is already before Council for consideration at a meeting.

In view of the meeting to be held on the 25th July and the requesting for information contained in the letter under disposal, an urgent decision is necessary on the question pending before Council.

3. In addition to asking for all relevant information in advance ^{that is, by about 10th July}, the Government of India suggest that the States' Representatives attending the meeting at Delhi on the 25th July may be instructed to come to the meeting fully prepared for detailed discussion and for taking final decisions on behalf of respective Governments.

4. If approved, copies of the Government of India letter now received and its enclosure will be circulated to the Ministers in continuation of the Council Note, after getting copies cyclostyled and meanwhile, the information required for filling ⁱⁿ the questionnaire will be compiled.

5. The representatives to be sent on behalf of this State to attend the meeting of the 25th July, and to

Indian Administrative Service Scheme.

File No. C 1656/48 6839 of 1948
CO

General and Revenue
Secretariat

instructions to be given to them to arrive
at a decision on behalf of the State
are for consideration and orders.

27.6.49

Chief Secy.

6) amr 27.6.49

Chief Min.
Deewan
Mr. J. L. Jay
w/s

7) 11/5
28/6
amr
28/6/49

8) 29.6.49
30.6
amr
30/6/49

9) The Chief Secretary may be
deputed to participate in the
meeting. Before the meeting
the matter may be discussed in
Council as an urgent subject.

Discussed in Council
8/7/49

10) A note on the meeting
held at Delhi is placed to
file for reference.

Chief Secy.
Chief Min.
Mr. J. L. Jay
w/s

12) 10/8/49

may be brought up before
the Council again. 11/8/49.

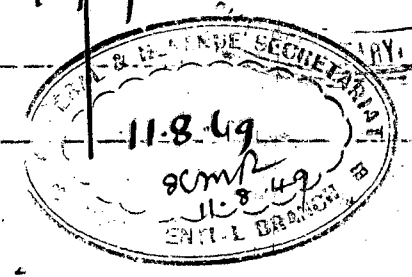
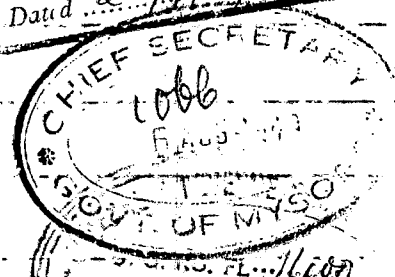
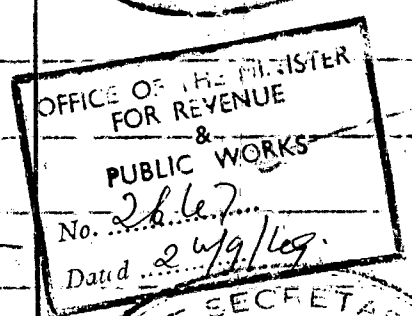
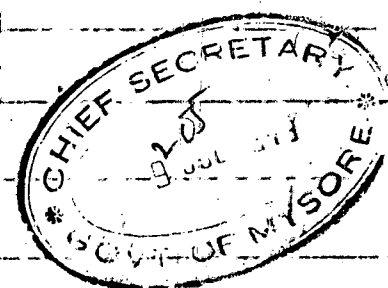
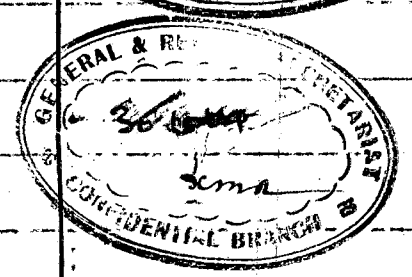
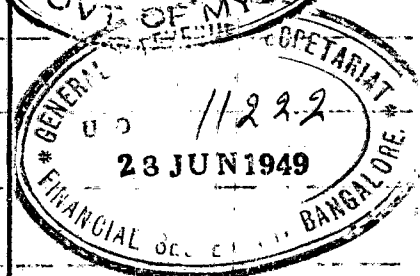
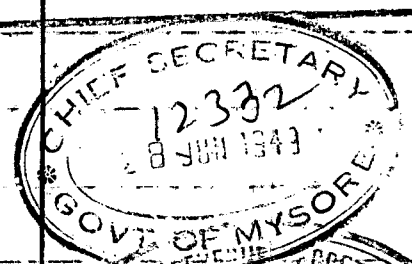
Serial
No.

Office of the Chief Minister

No. C 3035

Date of Receipt 20/6/49

Date of Return



1540.

CP

AIR MAIL.

Government of India.
Ministry of States.
Express Letter.

From :- Statesind, New Delhi.

To :- The Chief Secretary to the Government of Mysore,
Bangalore.

No. F.41-G/48.

Dated the 30th August, 1948.



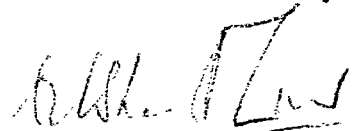
Indian Administrative Service and
Indian Police Service.

Representations have been received by the Government of India against the exclusion of subjects of Indian States from Indian Administrative Service and Indian Police Service. Government of India have considered the matter very carefully. The position is that recruitment to these two Services (which have taken the place of the Indian Civil Service and the Indian Police) has been undertaken by the Central Government on behalf of the Provinces and is confined to candidates born or domiciled in Provinces with the further provision that in the case of the Indian Police Service selection for vacancies in a Province is restricted to persons born or domiciled in the selection area for that Province. An element of reciprocity between participating Provinces however exists in that candidates from any Province, if successful, may be posted to another Province if vacancies in that Province are not filled by successful candidates from the Province. There is no such reciprocity at present between Provinces and States. In deference to wishes expressed by States, however, Government of India have decided, in consultation with Provincial Governments, that subjects of any acceding Indian State (including subjects of Unions) will be eligible for appointment to Indian Administrative and Police Services provided the State or Union participates in the Indian Administrative and Police Services Schemes and establishes cadres in its own territory in the same way as Provinces have done, based on common services conditions on an All-India basis. A copy of the Ministry of Home Affairs letter No. 60/4/47-G.S., dated the 6th March, 1948 detailing the scales of pay and other conditions of service of officers of the Indian Administrative and Police Services is enclosed for information.

Please intimate if Mysore . . . agree to participate in Indian Administrative Service and/or Indian Police Service Schemes on these terms. Kindly also indicate number of vacancies in the State if any, which should be reserved for members of the Indian Administrative/Indian Police Service.

Pending any decision that may be reached as a result of this reference, the Special Recruitment Board have already notified that subjects of Indian States may send in their applications.

The issue of the above has been authorised.


Assistant Secretary to the
Government of India.

No. 60/4/47-G.S.
GOVERNMENT OF INDIA.
MINISTRY OF HOME AFFAIRS.

From

R.A. Gopalaswami, Esq., OBE., ICS.,
Joint Secretary to the Government of India.

To

The Chief Secretary to the Government of

Assam/ Bihar/ Bombay/ C.P. & Berar/ East Punjab/
Madras/ Orissa/ U.P./ West Bengal.

New Delhi, the 6th March, 1948.

Subject:- Indian Administrative and Police Services-General
conditions of service.

.....

Sir,

With reference to the correspondence resting with
your

telegram No. C-24946, dated the 19th November, 1947.
telegram No. 35, dated the 21st August, 1947.
telegram No. 156, dated the 21st October, 1947.
telegram No. 2419-1841-I, dated the 24th June, 1947.
telegram No. 4948/G, dated the 3rd December, 1947.
letter No. 3681/47-7, dated the 3rd September, 1947.
telegram No. 22-C, dated the 26th June, 1947.
letter No. 7153/11-227-44, dated the 3rd September, 1947.
telegram No. 372-G.A., dated the 5th September, 1947.

on the subject noted above, I am directed to say that the Government of India have considered the views of all Provincial Governments, in consultation with the Federal Public Service Commission, and have arrived at the following decisions in respect of the general conditions of service that should be applicable to officers of the Indian Administrative Service and the Indian Police Service.

2. PAY SCALES: The Junior and Senior scales of pay for the Indian Administrative Service and the Indian Police Service will be as follows:

(a) Indian Administrative Service.

Junior Scale: Rs. 350-400-450-500-540-
30-600-E.B.-30-870-40-950 (19 years).

Senior Scale: Rs. 800 (6th year or under)-
50-1000-60-1300-50-1800 (25 years).

The pay of Commissioners or officers of equivalent status, and that of Joint Secretaries to the Government of India will be fixed at Rs. 2250/- per month. The pay of a Secretary to the Government of India will be fixed at Rs. 3000/- per month. (The suggestion of the Provincial Government to fix a lower maximum for the Senior Scale was given due consideration, but as the majority of the Provincial Governments are in favour of the maximum of Rs. 1800/- this has been fixed).

() for Bihar
and Madras
only.

(b).....

(b) Indian Police Service.

Junior Scale: Rs. 350-350-380-380-30-590-E.B.-
30-770-40-850 (19 years).

Senior Scale: Rs. 600 (6th year or under)-40-
1000-1000-1050-1050-1100-1100-1150 (in the 22nd
year).

Officers in the Selection Grade of the Indian Police Service will receive a fixed pay of Rs. 1250.

3. Officers appointed to the Indian Administrative Service on probation should be started on the time-scale and permitted to count the period spent on probation towards leave, pension or increment in the time-scale.

4. Provident Fund: Officers of the Indian Administrative and Police Services will contribute compulsorily towards a Provident Fund at a minimum rate of one anna and a maximum rate of $2\frac{1}{2}$ annas in the rupee. This subscription will be credited to the General Provident Fund maintained by the Central Government.

5. Travelling allowance: Officers of the Indian Administrative and Police Services shall be treated as officers of the first grade for purpose of travelling allowance. (This decision has been taken in view of the fact that these two are Premier All-India Services and since Commissioned officers of the Indian Army are entitled to first class travelling allowance irrespective of their pay, any less favourable treatment to the corresponding Civil Services is bound to create discontent).

() For
Madras only.

6. Leave: Leave will be admissible as for Class I officers of the Central Government in terms of the Revised Leave Rules, 1933.

7. Medical Attendance: Officers of the Indian Administrative and Police Services will be entitled to the same facilities as are admissible at present to Class I officers of the Central Government under the Central Services (Medical Attendance) Rules 1944, till such time as a separate set of Medical Attendance Rules is framed for them.

8. Retirement Benefits: The terms are still under consideration and will be communicated later.

I have the honour to be,
Sir,
Your most obedient servant.

Sd/-

Joint Secretary to the Government
of India.

No. 60/4/47-G.S.. New Delhi, the 6th March, 1948.

Copy forwarded to the Ministry of Finance, for information, with reference to their u.o. no. 8380-Est.III/47, dated the 29th January 1948, and subsequent discussions the undersigned had with Mr. Aiyangar, Joint Secretary, Ministry of Finance.

Sd/- R.A. Gopalaswami.

Joint Secretary to the Government
of India,

No....

No. 60/4/47-G.S. New Delhi, the 6th March, 1948.

Copy forwarded to the Secretary, Federal Public Service Commission/Establishment officer/Accountant General, Central Revenues/ All Accountants General and Comptrollers/ Principal, Indian Administrative Service Training School/ External Affairs and Commonwealth Relations, for information (with reference to his letter No. F.8/118/47-S, F.P.S.C. only. dated the 22nd/25th November, 1947).

By order,

Sd/- C.B. Gilati.

Assistant Secretary to the Govt. of India.

Copy to the
Exts./Appts./Police Sections.

.....

R.N.B./

Enclosure to Express Letter No. 41-G/48 dated the
30th August, 1948 from Ministry of States.

To Dated New Delhi, the 17th September 1948.

1. The Chief Secretary to the Government of Mysore,
Bangalore..

ANAND.

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19.9.48
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No. 60/4/47-G.S.
GOVERNMENT OF INDIA
MINISTRY OF HOME AFFAIRS.

From

R.A. Gopalaswami, Esq., OBE., ICS.,
Joint Secretary to the Government of India.

To

The Chief Secretary to the Government of

Assam
Bihar
Bombay
C.P. & Berar
East Punjab
Madras
Orissa
U.P.
West Bengal

New Delhi, the 6th March, 1948.

Subject:- Indian Administrative and Police Services -
General conditions of service.

Sir,

With reference to correspondence resting with your

*letter No.
3681/47-7, dated
3rd Sept. 1947.

Telegram No. C-24946, dated the 19th November, 1947,
telegram No. 35, dated the 21st August, 1947,
telegram No. 156, dated the 21st October, 1947,
telegram No. 2419-18/1-I, dated the 24th June, 1947,
telegram No. 4948/G, dated the 3rd December, 1947,
telegram No. 22-C/11, dated the 26th June, 1947,
letter No. 7153/ii-227-44, dated the 3rd September, 1947,
telegram No. 372-G, 44, dated the 5th September, 1947,

on the subject noted above, I am directed to say that the Government of India have considered the views of all Provincial Governments, in consultation with the Federal Public Service Commission, and have arrived at the following decisions in respect of the general conditions of service that should be applicable to officers of the Indian Administrative Service and the Indian Police Service.

2. PAY SCALES: The Junior and Senior scales of pay for the Indian Administrative Service and the Indian Police Service will be as follows:

(a) Indian Administrative Service. 450-
Junior Scale: Rs. 350-400-450-500-540-
30-600-E.B. 30-870-950 (19 years).

Senior Scale: Rs. 800 (6th year or under)-
50-1000-60-1300-50-1800 (25 years).

The pay of Commissioners or officers of equivalent

status, and that of Joint Secretaries to the Government of India will be fixed at Rs. 2250/- per month. The pay of a Secretary to the Government of India will be fixed at Rs. 3000/- per month. (The suggestion of the Provincial Government to fix a lower maximum for the Senior scale was given due consideration, but as the majority of the Provincial Governments are in favour of the maximum of Rs. 1800/- this has been fixed).

(b) Indian Police Service.

Junior Scale: Rs. 350-350-380-30-590-E.B.-
30-770-40-850 (19 years).

Senior Scale: Rs. 600-(6th year or under)-40-1000-
1000-1050-1100-1100-1150 (in the 22nd year).

Officers in the Selection Grade of the Indian Police Service will receive a fixed pay of Rs. 1250.

3. Officers appointed to the Indian Administrative Service on probation should be started on the time-scale and permitted to count the period spent on probation towards leave, pension or increment in the time-scale.

4. Provident Fund: Officers of the Indian Administrative and Police Services will contribute compulsorily towards a Provident Fund at a minimum rate of one anna and a maximum rate of 2½ annas in the rupee. This subscription will be credited to the General Provident Fund maintained by the Central Government.

5. Travelling allowance: Officers of the Indian Administrative and Police Services shall be treated as Officers of the first grade for purpose of travelling allowance. (This decision has been taken in view of the fact that these two are Premier All-India Service

() For Madras only.

and since Commissioned Officers of the Indian Army are entitled to first class travelling allowance irrespective of their pay, any less favourable treatment to the corresponding Civil Services is bound to create discontent).

6. Leave Leave will be admissible as for Class I officers of the Central Government in terms of the Revised Leave Rules, 1933.

7. Medical Attendance: Officers of the Indian Administrative and Police Services will be entitled to the same facilities as are admissible at present to Class I Officers of the Central Government under the Central Services (Medical Attendance) Rules, 1944, till such time as a separate set of Medical Attendance Rules is framed for them.

8. Retirement Benefits: The terms are still under consideration and will be communicated later.

I have the honour to be,
Sir,
Your most obedient servant,

Sd. R.A. Gopalaswami)
Joint Secretary to the Government of India.

ANAND.

2414 9
CB

AIR MAIL.

GOVERNMENT OF INDIA.
MINISTRY OF STATES.
EXPRESS LETTER.

From

Statesind, New Delhi.

To

The Chief Secretary to the Government of
Mysore, Bangalore.

No.F.41-G/48. Dated the 8th October 1948.

INDIAN ADMINISTRATIVE SERVICE AND INDIAN POLICE
SERVICE.

Reference Statesind Express letter No.F.41-G/48,
dated August 30, 1948.

Please expedite reply.

The Issue of the above has been authorised.

Assistant Secretary to the Government
of India.

JAIN.

Submitted

The file just received from the Financial Secy.
is placed below.

A draft interim reply is also put up for
consideration.

Chief Secy

13/10/48.

14/10/48

Issued -



13.10.48.
13/10/48

SUBJECT.....

Diary No. of letter replied to.....

Section
File No.
Serial No.

By Air Mail.
No. 2681/C-13. 16.10.48.

To
The Secretary to the Govt. of India,
Ministry of States,
New Delhi.

General and Revenue Secretariat
()
the 19

Date of issue.....

Sir,
Indian Administrative Service
and Indian Police Service.

Signed by.....

With reference to your
Express letter No. F. 41-G/48, of
30.8.48 and your reminder of 8.10.48
on the above subject, I am directed
to state that the matter, being one
of great importance ~~and~~ raising
several issues affecting the existing
^{Police} Administrative Services in the State,
is under detailed examination and
that a reply will be sent as
early as possible.

List of enclosures.....

Copied by.....

Examined by.....

Yours faithfully,
Chief Secretary to Govt.
13.10.48
13/10/48

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.
BY AIR MAIL.

No. 2681/C.B.

General and Revenue Secretariat,

Camp Mysore, 194
Dated xxxxxxxx 16th Oct. 8.

FROM

*The Chief Secretary to the Government of His Highness
the Maharaja of Mysore.*

Camp: Mysore.

The Secretary to the Government of India,
Ministry of States,
New Delhi.

To

SIR,
Subject:- Indian Administrative Service and Indian
Police Services.

With reference to your Express letter No.F.41-G/48,
dated, 30-8-1948 and your reminder dated, 8-10-1948, on the
above subject, I am directed to state that the matter, being
one of great importance raising several issues affecting the
existing Administrative and Police Services in the State, is
under detailed examination and that a reply will be sent as
early as possible.

Yours faithfully,

16/10/48

Chief Secretary to Government.
[Signature]

Dn)

G. R. S. App. F. G. 3.

GENERAL AND REVENUE
SECRETARIAT.

(Continuation sheet draft form).

I
12

2761 cts.

21.10.48

To

The Chief Secretary to the Govt.
of Madras,
Madras.

Sir,

Indian Administrative Service
and Indian Police Service.

I am directed to state that the question of participation in the Indian Administrative and Police Service schemes and establishing cadres in the Mysore State in the same way as Provinces have done, based on Common Services conditions on an All-India basis, is at present engaging the attention of this Government and to request you, in this connection, to intimate on what terms the Govt. of Madras are participating in

these schemes. In particular, I
am to request you to indicate
the number of vacancies which
are reserved for members of
the Indian Administrative/Indian
Police Service and whether -
appointments for such posts are
made exclusively by the Govt.
of India and what exactly are
the details of the schemes.

The Govt. of Mysore
will be grateful for an early
reply in the matter.

Yours faithfully,

WT 21/10/48
Chief Secretary to the Govt.

Wm

LD
17.10.48.
90mm
17.10.48

G. R. S. App. F. G. 3.

GENERAL AND REVENUE
SECRETARIAT.

(Continuation sheet draft form).

27621e.B

21-6-48¹¹

U

To

The Chief Secretary

to the Govt. of Travancore

Trivandrum.

Sir,

Indian Administrative Services
and Indian Police Service.

I am directed to state that the question of participation in the Indian - Administrative and Police Service schemes and establishing cadres in the Mysore State in the same way as Provinces have done, based on Common Services Conditions on an All-India basis, is at present engaging the attention of this Government, and to request you, in this connection, to intimate if Travancore has agreed to participate in

the Indian Administrative Service
and/or Indian Police Service
Schemes and if so, on what
terms.

The Govt. of Mysore
will be grateful for an
early reply in the matter

Yours faithfully,

W.F.
21/10/48

Chief Secretary to Govt.

For

17.10.48.

amr.

2761/cb

XXXXXXX 21st Octr.
Camp. Mysore.

The Chief Secretary to the Government of Madras,
Madras.

Indian Administrative Service and Indian
Police Service.

am directed to state that the question of participation in the Indian Administrative and Police Service Schemes and establishing cadres in the Mysore State in the same way as Provinces have done, based on common services conditions on an All-India basis, is at present engaging the attention of this Government and to request you, in this connection, to intimate on what terms the Government of Madras are participating in these schemes. In particular, I am to request you to indicate the number of vacancies which are reserved for members of the Indian Administrative/Indian Police Service and whether appointments for such posts are made exclusively by the Government of India and what exactly are the details of the schemes.

The Government of Mysore will be grateful for an early reply in the matter.

Yours faithfully,

21/10/48

Chief Secretary to Government.

[Signature]

2762/e.b

XXXXXXX 21st October 8

(Camp) MYSORE.

The Chief Secretary
to the Government of Travancore,
TRIVANDRUM.

Indian Administrative Service and Indian
Police Service.

I am directed to state that the question of participation in the Indian Administrative and Police Service Schemes and establishing cadres in the Mysore State in the same way as Provinces have done, based on common services conditions on an All-India basis, is at present engaging the attention of this Government, and to request you, in this connection, to intimate if Travancore has agreed to participate in the Indian Administrative Service and/or Indian Police Service Schemes and if so, on what terms.

The Government of Mysore will be grateful for an early reply in the matter.

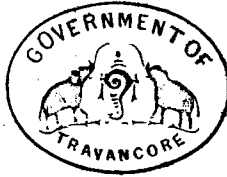
Yours faithfully,

Am

/ Chief Secretary to Government.

[Signature]

ROC.No.7382/48/Genl.



2878
CB
18

FROM

Huzur Cutcherry,
Trivandrum ⁵ NOV. 1948.

SECRETARY TO GOVERNMENT.

To

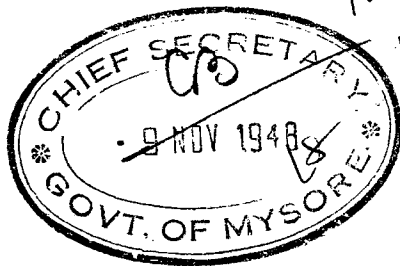
THE Chief Secretary to the Government of
His Highness the Maharaja of Mysore,
General and Revenue Secretariat, (Camp) Mysore

~~XXX~~

Sub:- Indian Administrative Service and Police Service.
Ref:- Your letter No.2762/C.B dated 21-10-48.

Sir,

With reference to the above, I write to inform
you that the matter is engaging the urgent attention of
this Government. I shall address you as soon as possible.



Yours faithfully,

V. Ram anuja

Secretary to Government.

SUBJECT.....

Diary No. of letter replied to.....

Section
File No.
Serial No.

By Air Mail.
No. 3476/c.b. 19.11.48

General and Revenue Secretariat
()
the 19

To
The Secretary to the Govt. of India,
Ministry of States,
New Delhi.

Date of issue.....

Sir,
Indian Administrative Service
and Indian Police Service.

Signed by.....

In continuation of this
Office letter no. 2681/C.B. dt 16.10.48,
on the above subject, I am directed
to say that, in order to understand
what exactly the scheme is and to
have a clear idea of the principle
of reciprocity on which it is based,
it would be helpful if you could
kindly furnish further details as noted
below and any others, bearing on these
aspects of the scheme.

that may help at
forming an opinion

List of enclosures.....

Copied by.....

Examined by.....

1. The number of posts that
have to be reserved by the Mysore
State for members of the Indian

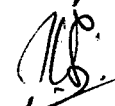
Administrative / Police Services.

2. The number of posts that will be allotted to Mysore State in the Indian Administrative / Police Services in the ~~the~~ different scales.
3. The appointing authorities.
4. The procedure regarding exchange of officers, if any.
5. Rules re: leave and pensionary contributions etc.

In this connection, I am also to enquire whether the terms relating to retirement benefits have now been settled, and if so, to ask for the details of the same.

The favour of an early reply is requested.

Yours faithfully,


Chief Secretary to Govt
11/11/48.


11-11-48
S.M.
11-11-48

Further details of the scheme may be kindly made available

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

0 1

By Air mail

No. 3476/C.B.

General and Revenue Secretariat,

Dated Bangalore, 18th November 1948

19th

FROM

*The Chief Secretary to the Government of His Highness
the Maharaja of Mysore.*

TO

The Secretary to the Government of India,
Ministry of States, New Delhi.

SIR,

Subject:- Indian Administrative Service and Indian
Police Service.

In continuation of this office letter No.2681/C.B. dated 16-10-48 on the above subject, I am directed to say that, in order to understand what exactly the scheme is and to have a clear idea of the principle of reciprocity on which it is based, it would be helpful if you could kindly furnish further details as noted below and other details bearing on these aspects of the scheme that may help at forming an opinion:-

1. The number of posts that have to be reserved by the Mysore State for members of the Indian Administrative/Police Services.

2. The number of posts that will be allotted to Mysore State in the Administrative/Police Services in the different scales.

3. The appointing authorities.

4. The procedure regarding exchange of officers, if any.

5. Rules regarding leave and pensionary contributions, etc.

In this connection, I am also to enquire whether the terms relating to retirement benefits have now been settled, and if so, to ask for the details of the same.

Fuller details of the scheme may kindly be made available.

The favour of an early reply is requested.

Yours faithfully,

Xon
19.11.48
Chief Secretary to Government.
[Signature]

GOVERNMENT OF MADRAS.
Public(Special)Department.

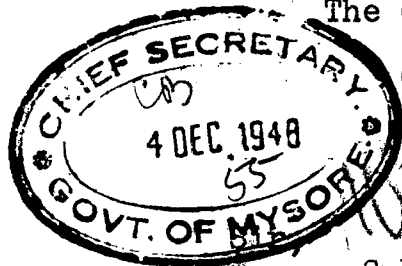
Letter No.3932/48-2.

From

K.Ramunni Menon, Esq., C.I.E., I.C.S.,
Chief Secretary to Government.

To

The Chief Secretary to the Government of His Highness
the Maharaja of Mysore,
General and Revenue Secretariat,
BANGALORE.



Dated, Fort St.George, 27th November 1948.

Sub: INDIAN ADMINISTRATIVE AND POLICE SERVICES -
Constitution of.

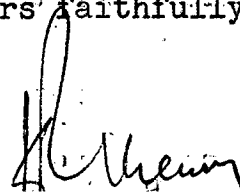
Ref: Your letter No.2761/C.B. dated 21-10-1948.

I am directed to enclose herewith a copy of the memorandum regarding the constitution of an Indian Administrative Service to provide officers for the Central and Provincial Governments. The terms under which the Provincial Governments are participating in the scheme, the proportion between the direct recruits to the service and the promotees from the Provincial Service(promotions are made by the Provincial Governments in consultation with the Federal Public Service Commission)and other details of the scheme are set out in the memorandum.

p.t.o.

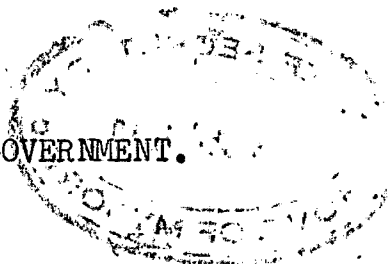
2. I am also to enclose a copy of the memorandum regarding the constitution of an Indian Police Service to provide officers for the Central and Provincial Governments.

Yours faithfully,



CHIEF SECRETARY TO GOVERNMENT.

AS.30.11.



INDIAN POLICE SERVICE.

3-8 LF

MINISTRY OF HOME AFFAIRS

Memorandum regarding the constitution of an Indian Police Service to provide officers for the Central Government and the Governments of Assam, Bihar, Bombay, the Central Provinces and Berar, East Punjab, Madras, Orissa, the United Provinces and West Bengal.

The Central Government and the Governments of Assam, Bihar, Bombay, the Central Provinces and Berar, East Punjab, Madras, Orissa, the United Provinces and West Bengal have agreed to constitute a Service called the Indian Police Service in accordance with the following provisions:--

1. (a) The strength, including both the number and character of posts, of the Indian Police Service shall be as specified in the Schedule.
(b) The Schedule may, if and when considered necessary, be amended by the Central Government in consultation with the appropriate Provincial Government.
2. (a) Recruitment to the Indian Police Service shall be
 - (i) by direct recruitment: or
 - (ii) by promotion of members of a Provincial Police Service.
(b) Direct recruits for appointment to the Indian Police Service will be selected on the results of an examination held by, or under the authority of, the Federal Public Service Commission and appointed to the Service by the Provincial Government concerned. The regulations setting out the conditions of eligibility, the nature of tests etc., will be framed by the Central Government in consultation with the Provincial Governments and the Federal Public Service Commission.
(c) Recruitment to posts on the cadre of any particular Province will be ordinarily confined to persons belonging to that Province, including persons domiciled therein.
(d) A Provincial Government may declare that such number not exceeding twenty-five percent of the superior posts allocated to the Provincial Government in the Schedule to this memorandum as may be specified by that Government shall be filled by that Government by promotion of members of the Provincial Police Service.
(e) The rules regulating the promotion of Provincial Police Service Officers to the Indian Police Service shall be framed by the Provincial Government concerned in consultation with the Federal Public Service Commission and shall provide that no Provincial Police Service Officer shall be appointed to hold a superior post included in the Schedule for a period of more than one year unless the Federal Public Service Commission have certified that the Officer is in every way fit to hold a superior post in the Indian Police Service.

3. (a) Posts included in the Schedule shall be filled by members of the Indian Police Service unless -
- (i) the vacancy is not likely to last for more than three months; or
 - (ii) in the opinion of the Government concerned there is no suitable officer of the Indian Police Service to hold the post.
- (b) Every appointment of an officer who is not a member of the Indian Police Service, made to a post included in the Schedule to this memorandum, otherwise than in accordance with Rules 2, for a period exceeding three months shall be reported by the Provincial Government concerned to the Central Government with the reasons for making such appointment.
4. Candidates selected for appointment to the Indian Police Service will be allotted to the Provinces by the Central Government in consultation with the Provincial Government concerned and, as far as possible, in compliance with the latter's wishes.
5. (a) Candidates selected for appointment to the Indian Police Service will be appointed to the Service on probation and will be required to undergo probation for such periods and at such places as the Central Government may determine.
- (b) The Central Government will frame, in consultation with the Provincial Governments, rules to regulate the conduct, discipline and training of probationers.
6. A probationer, on successful completion of his probation, will be confirmed in the Indian Police Service. An Officer belonging to the Indian Police Service shall be liable to serve anywhere in India either under the Central Government or under a Provincial Government. He shall submit himself to the orders of the Government under which he is serving for the time being and of the officers and authorities under whom he may, from time to time be placed by that Government; shall devote his whole time to his duties; shall at all times obey any rules prescribed by the Central Government and the Provincial Government under whom he is serving for the time being to govern officers of the Indian Police Service and shall perform such ~~duties~~ *duties* as may be assigned to him.
7. In order to ensure that the conditions of service applicable to officers of the Indian Police Service are as uniform as possible, rules regulating pay and other conditions of service will be framed by the Central Government to such extent as may be considered necessary. Provincial Governments will, however, be consulted before the rules are framed, and before they are amended in any manner. In respect of matters not covered by the said rules, an officer of the Indian Police Service will be governed by ~~the~~ *such* rules as may be framed by the Government under

which he is for the time being serving and, if no such rules are framed, by the rules applicable to the Central Civil Service Provincial Police Service class I, as the case may be:

8. The Central Government may frame, in consultation with Provincial Governments, rules to regulate the conduct of members of the Indian Police Service.

9. (a) The following penalties may, for good and sufficient reason and as hereinafter provided, be imposed upon members of the Indian Police Service, namely

(i) Censure;

(ii) Withholding of increment or promotion including stoppage at an efficiency bar;

(iii) Reduction to a lower post or time-scale, or to a lower stage in a time-scale.

(iv) Recovery from pay of the whole or part of any pecuniary loss ~~caused~~ to Government by negligence or breach of orders.

(v) ~~Removal from the Civil Service of the Crown, which does not disqualify from future employment.~~

(vi) ~~Removal from the Civil Service of the Crown, which does not disqualify from future employment under the Central Government or Provincial Governments, unless the Government concerned directs to the contrary.~~

Canceled
Dismissal

Explanation. The discharge of a person appointed on probation, during or at the end of the period of probation, on grounds arising out of the specific conditions laid down by the appointing authority, e.g. want of a vacancy, failure to acquire prescribed special qualifications or to pass prescribed tests, does not amount to removal or dismissal within the meaning of this rule. But the discharge of a probationer, whether during or at the end of the period of probation, for some specific fault or on account of his unsuitability for the service, amounts to removal or dismissal within the meaning of this rule.

(b) An Officer against whom a disciplinary enquiry is pending may be suspended by the Government under which he is for the time being serving. An officer under suspension shall be paid by the Government suspending him a subsistence allowance equal to one-third of the average monthly pay earned by him during the preceding twelve months. In addition that Government may direct payment of any compensatory allowance of which the officer was in receipt on the date of suspension to such extent and subject to such conditions as it may direct.

10 (a) Subject to the provisions of Rule 11, the Government under which an officer of the Indian Police Service is serving may impose on him any of the penalties mentioned in Rule 9.

(b) Before imposing any such punishment the Government concerned shall consult the Federal Public Service Commission and shall not depart from the Commission's advice save only for exceptional reasons to be recorded in writing.

11. In order to provide for the case of a disciplinary order which, although not one of removal or dismissal, might have the effect of removal or dismissal by compelling an officer to resign, for example, an order requiring the recovery from an officer of a substantial pecuniary loss, a Provincial Government shall, before imposing, contrary to the advice of the Federal Public Service Commission, any penalty other than censure, report the case and the penalty proposed to the Central Government. If the Central Government find that the proposed penalty is not such that it might reasonably be expected to compel the resignation of the officer concerned, they will return the case to the Provincial Government for passing final orders. If, however, the Central Government find to the contrary, they will deal with the case as though it were one of removal or dismissal.

12. (a) No order imposing a penalty other than an order of censure or an order based on facts which have led to the officer's conviction in a criminal court or by a court martial shall be passed against an officer of the Indian Police Service unless he is informed in writing of the grounds on which it is proposed to take action and has been afforded an adequate opportunity of defending himself. The grounds on which it is proposed to take action shall be reduced to the form of a definite charge or charges which shall be communicated to the officer charged together with a statement of the allegations on which each charge is based and of any other circumstances which it is proposed to take into consideration in passing orders on the case. He shall be required within a reasonable time to put in a written statement of his defence and to state whether he desires to be heard in person. If he so desires or if the authority concerned so directs, an oral enquiry shall be held. At such enquiry evidence shall be heard as to such of the allegations as are not admitted and the officer shall be entitled to cross-examine the witnesses, to give evidence in person and to have such witnesses called as he may wish, provided that the officer conducting the enquiry may for special and sufficient reasons to be recorded in writing refuse to call a witness. The proceedings shall contain a sufficient record of the evidence and a statement of the findings and grounds thereof.

(b) The full procedure prescribed in sub-rule (a) above need not be followed in the case of a probationer discharged in the circumstances described in the Explanation under Rule 9. In such cases it will be sufficient if the probationer is given an opportunity to show cause in writing against the discharge after being apprised of the grounds on which it is proposed to discharge him and his reply duly considered before orders are passed.

13) There shall be no appeal against any disciplinary order but the Government passing the order may revise, of its own motion or otherwise, any orders passed by it.

(TRUE COPY)

PD/30/xi.

H. K. Mahuram
SUPERINTENDENT

96

INDIAN ADMINISTRATIVE SERVICE. 130-130

Copy of letter No. 21/3/48-G.S Dated the 1st June 1948 from Government of India Ministry of Home Affairs, Joint Secretary, to the Government of India addressed to Chief Secretaries of All the Provincial Governments.

Sub: Emergency Recruitment to the Indian Administrative Service.

I am directed to refer to the correspondence resting with the Ministry of Home Affairs express letter No. 75/1/47-G.S., dated the 15th March 1948 on the above subject, and your reply thereto. The issues raised in that letter and the replies received from Provincial Governments were examined in detail in the Chief Secretaries' Conference held in New Delhi on the 31st March and 1st April 1948. The Government of India are glad to observe that on the various issues considered by it the Conference was able to reach practically unanimous conclusions. A statement is annexed to this letter which shows the points for decision, the different views which were considered and the recommendations finally made by the conference.

2. The Government of India have carefully considered these conclusions and have accepted them subject to certain minor modifications, which are indicated below.

3. Purpose of Emergency Recruitment. The Government of India agree that the primary object of this present recruitment should be to fill the gap in the Provinces caused by the departure of European officers of the Indian Civil Service and the insufficiency of the normal intake of recruits to the regular Indian Administrative Service cadre to fill this gap. A secondary purpose would be to provide further reinforcement where necessary in order to enable the provincial Governments to supply a larger number of experienced officers to the Centre than at present. In this matter, however, the Government of India have no intention of pressing any Province to increase its quota to the detriment of Provincial administration. It is fully realised that the maintenance of efficient administration in the districts is of paramount importance and also that the need for officers has increased in some Provinces on account of the merger of States. These requirements are fully borne in mind.

4. Settlement of total strength and number for each Province. The total strength and number for each Province as agreed to in the Conference and noted in the statement annexed, are acceptable to the Central Government. They would invite the attention of the Governments of Orissa, Central Provinces & Berar and Assam to the explanatory note relating to their figures and invite them further to consider these figures if they think fit.

5. Determination of field of choice. The Government of India accept the recommendation of the Conference, subject to this modification that the recruitment from the third of the three sources is not to be postponed until after recruitment from the first two sources is completed, but that, in order to avoid delay, they should be proceeded with simultaneously.

6. Selection procedure and agency for recruitment. The Government of India accept the recommendation of the Conference. The broad principle underlying this recommendation is that the recruitment from Provincial Service officers should be

kept entirely distinct from the recruitment from other sources; that the former should be made on the recommendation of the Provincial Governments as concurred in by the Federal Public Service Commission; while the latter should be made by an ad hoc body set up by the Government of India. The Government of India accordingly propose to set up a Special Recruitment Board consisting of the Chairman and one other member of the Federal Public Service Commission, a senior officer representing the Ministry of Home Affairs and a member of the Constituent Assembly. This Board will interview candidates at a number of different provincial Centres in the country, having regard to the number of applications received from different areas. While interviewing candidates from each Province, the Special Recruitment Board will have instructions to coopt official representatives of the Provincial Governments concerned. In order to ensure that the recruitments made from Provincial Service officers on the recommendations of the Provincial Government ~~and~~ properly coordinated with recruitment made from the open market, it will be provided that the special Recruitment Board and the Federal Public Service Commission, should at the final stage meet together and discuss their respective recommendations before forwarding them to the Government of India.

7. Tenure of appointment to the Emergency Cadre. The recommendations of the conference are accepted. Having regard to the net effect of all these accepted recommendations it appears to the Government of India now that there will be very little difference indeed between the proposed cadre and the regular cadre of the Indian Administrative Service. They are also of the opinion that the maintenance of a distinction in name might add to the difficulties of decisions relating to such matters as seniority, which have anyhow got to be faced and solved. In these circumstances, they propose to avoid the use of the term "Emergency Cadre" for the time being and endeavour to see whether the questions which have been left over for settlement under these heads can be settled satisfactorily and ~~quik~~ quickly so as to facilitate an integrated cadre of the Indian Administrative Service being formed in each Province as soon as possible.

8. The Government of India trust that all Provincial Governments will likewise endorse the recommendations of the Chief Secretaries' Conference. For their part, the Government of India are forthwith setting up the Special Recruitment Board. It is requested that the Provincial Government will as soon as possible inform the Government of India -

(a) of its confirmation of the total number of officers to be recruited to the cadre of that province.

(B) its provisional estimate of the number of Provincial service officers likely to be available for recruitment against the above numbers, and the balance likely to be required to be recruited from the open market.

It is recognised that any such estimate must necessarily be highly tentative and provisional but even so it would help to give the special recruitment board an approximate idea of the numbers required.

the 3rd April 1947. In another province the list has been prepared by a Conference of Commissioners. The lists already prepared should normally be regarded as authoritative for the present purpose; but it is realised that Provincial Governments may desire to make additions or alterations for reasons which they would no doubt furnish for the information of the Federal Public Service Commission while making their recommendations. In two provinces where no such lists have already been prepared, the Provincial Governments may use such method as to them appears best suited for the purpose of framing their recommendations.

10. Certain Provincial Service officers are at present serving under the Government of India. These officers will also be eligible for inclusion in the lists prepared by the Provincial Government. The Establishment officer of the Government of India is being requested to forward to the Provincial Governments concerned the confidential records of such officers together with such recommendations, if any, as may be made regarding their suitability for appointment under the present scheme of "Emergency Recruitment" to the Indian Administrative Service. It is requested that the Provincial Governments may take these papers into consideration and forward their own considered recommendations to the Federal Public Service Commission.

PD/30/xi.

H. K. K. K. K.
SUPERINTENDENT

2/2/20

S. No.	Points for decision.	First view	Second view
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|---|--|--|
| 1. Definition of purpose of formation of Emergency Cadre. | The Emergency Cadre should be set up primarily for enabling extra needs of the Centre to be met, and to include as much provision as possible for other requirements. | The Emergency Cadre is to be set up primarily in order to fill up the Gap in the prescribed Provincial I.A.S. Cadres (and thus ensure the continuous supply of the number normally provided for, i.e. 125, for meeting the Central needs) and to include such provision as may be necessary to enable a larger number of suitable and experienced Officers to be made available immediately. If there are extra needs of the Provinces themselves to be met, over and above the sanctioned IAS. ~~off~~ Cadre, that may also be included. |
| 2. Settlement of total strength and number for each Province. | First step is to settle the number of extra officers needed by the Centre in addition to the 125, provided for in the regular I.A.S. Cadre. This was estimated to be 125 i.e., 125 posts at the Centre were inadequately filled by Officers who should be replaced by better men if they can be found. On the basis twice this number i.e., 250 officers should be recruited, 200 to be allotted to different Provinces roughly at the rate of two recruits for each experienced officer the Province is likely to supply in excess of the quota provided for in the I.A.S. Cadre, the balance of 50 should be allocated directly to the Centre. | The first step is to settle the number of officers required to fill the Gap in the senior ranks of the Provincial I.A.S. Cadre. To the figure thus arrived at an addition should be made of a reserve to include the replacement required against additional officers, the Province can supply to the Centre and also the Provinces own extra needs. The total number would be the number of officers to be ~~xxx~~ recruited to the Emergency Cadre. |
| 3. Determination of Field of Choice. | Recruitment should be made from among persons between the ages of 27-45 who should be graduates (or equivalents) with one or other of the following additional qualifications. | List of P.C.S. Officers who are in the opinion of the Provincial Government fit to hold IAS. posts immediately or would attain the requisite standard within a short time should be scrutinized by the F.P.S.C. along with: |

Sr

Recommendations of the Chief &
Secretaries' Conference.

Modifications suggested by the
Government of India.

The Emergency Cadre is to be set up in order to fill the Gap in the Provincial I.A.S. Cadres and ~~and~~ to provide replacement, on a man to man basis, for as many experienced officers as can be supplied by the Provinces to the Centre (in excess of the number provided for in the sanctioned I.A.S. Cadres for filling superior posts at the Centre).

The Emergency Cadre is to fill the Gap in the Provinces caused by the retirement of European I.C.S. Officers to provide further re-inforcements so that Provincial Governments may supply a large number of experienced officers to the centre. Government of India have no intention of pressing any Province to increase its quota to the detriment of Provincial Administration.

The total strength of the Emergency Cadre should be 255 and the number for each Province should be as shown below:-

Provinces	Number to be recruited to the Emergency Cadre.
Madras.	18
Bihar.	53
Orissa.	36
C.P. & Berar	28
Bombay	20
West Bengal	23
U.P.	67
East Punjab	6
Assam	14

	255

The total strength recommended by the Chief Secretaries' Conference are acceptable to the Government of India.

NOTE: (1) The numbers have been arrived at on the basis recommended in 1 above except that the gap in the Provincial Cadre of Assam has not been taken into account and the gap in Madras is treated as negligible.

(ii) The need for the enlargement of the I.A.S. Cadre on account of the merger of States has been taken into account in Bombay, but not in Orissa or C.P. (though in these Provinces also, enlargement is considered necessary).

3. Against the number referred to in 2 above postings should first be made of selected officers of the PCS. who are capable of holding IAS. posts, and are in excess of the number required to fill the Promotion posts in the regular IAS. Cadre.

The Government of India accept the recommendations subject to the modification that recruitment

1.	2.	3.	4.
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(i) Minimum service of 5 years in Government, University, Public Body, India State or Business House, or
(ii) 5 years' experience at the Bar, or
(iii) receipt of salary of at least Rs.400/- p.m.

(i) list of candidates who were interviewed by the F.P.S.C. for the I.F.S. after taking into account the requirements of that Service, and
(ii) list of candidates who obtained the 40th rank or above in the examinations held by the F.P.S.C. during the years 1938-45 for recruitment to the I.C.S. and the I.A & A.S. Group of Services

and the required number selected.

4. Selection procedure and Agency for recruitment.

Selection should be made by ad hoc Committee of two or three experienced Government servants by
(i) preliminary selection of applicants of a 'Managable number, and
(ii) final selection from among this number by a written test followed by an interview.

The F.P.S.C. should be requested to prepare a list of officers for each Province from the sources specified on the basis of a minimum standard of experience and merit for all Provinces.

Secondly, in order to meet the deficiency, if any, which might remain in different Provinces, selection should be made of suitable candidates from the lists mentioned below, viz:-

- (i) List of candidates from the "overaged open market" selected by the F.P.S.C. for the I.F.S. (exclusive of P.C.S. Officers),
- (ii) list of high ranking candidates of former F.P.S.C. examination between 1938 and 1945 prepared by the Ministry of Home Affairs (exclusive of P.C.S. officers, if any).

Thirdly, if all in so far as the number referred to in 2 above is not secured by these two processes then further recruitment for the balance should be undertaken from the open market - the field of choice being defined by the lines indicated in col. 3.

Firstly, the selection of P.C.S. officers for appointment to the Emergency Cadre should be made by the Provincial Government concerned, concurred in by the F.P.S.C. and approved by the Government of India. The lists prepared already by the ad hoc Committees in six Provinces and by the conference of Commissioners in another Provinces should be utilised for the purpose. Where no list exist or the lists are incomplete, such P.C.S. Officers as the Provincial Government might consider to be suitable may also be considered; the F.P.S.C. should apply a common minimum standard of fitness for the candidates thus considered for appointment.

Secondly, the selections from the I-F.S. list and the high ranking candidates list referred to in 3 above should be made by an ad hoc committee set up by the Government of India with the F.P.S.C. represented on it. The ad hoc Committee should in scrutinising lists frame a common standard on an All India basis and select such of the candidates as they find to be above that standard.

Thirdly, in so far as further recruitment from the over-aged.

from the third of the three sources is not to be postponed until after recruitment from the first two sources is completed, but should be proceeded with simultaneously.

The recruitment from the Provincial Service officers should be kept entirely distinct from the recruitment from other sources. The former should be made on the recommendations of the Provincial Governments as concurred in by the F.P.S.C. while the latter should be made by the Special Recruitment Board to be set up by the Government of India - for details, see para 6 on pp. 131-132 c.f.

5. Tenure of appointment to the Emergency Cadre.

The Emergency Cadre is to remain a permanent cadre parallel to the regular I.A.S. cadre. Officers appointed to it will be on probation for two years and if confirmed at the end of that period should be retained permanently in service till the normal age for retirement.

The Emergency Cadre should be in force for five years only and should be liquidated as soon as thereafter as possible. Appointments should be made for a period of five years subject to ~~two~~ two years probation. At the end of five years such of those who are certified by the F.R.S.C. as fit for absorption into the regular cadre should be absorbed. The others will be reverted to the posts on which they hold a lien. Officers recruited from outside who are considered fit will be retained in service for a further period on contract on terms to be agreed upon.

6. Pay, Seniority Retirement Benefits and other condition of service.

(a). Pay:— Pay scales for the emergency cadre should be the same as for the regular cadre, the initial pay being fixed according to age. One third of the recruit to be recruited for the senior grade and the balance to the junior grade.

Pay:— Pay scales should be the same as for the I.A.S. Initial pay for the P.C.S. officers appointed to the emergency cadre should be fixed according to the prescribed formula in case of promotion of such officers to the I.A.S. except that the provision that the initial pay should be subject to the minimum of the senior scale will not apply. Initial pay of others should be fixed at the time of making the selection by the F.P.S.C.

(b). Seniority:— There should be no seniority in the emergency cadre inter se or between officers of that cadre and other regular services.

Seniority:— Seniority of Officers borne on the emergency cadre should in respect of each province, follow the order in which they are recommended by the F.P.S.C. There should be no common order of seniority as between the officers of the regular cadre of the I.A.S. and of the emergency cadre.

(c). Retirement Benefits:— Service in the emergency cadre should be non-pensionable and there should be a contributory provident Fund, Government contributing one month's salary for each year of service and the officers being required to contribute not more than two months and

Retirement Benefits:— The question does not arise. Either the officers are absorbed in the regular I.A.S. in which case they will be eligible for the same benefits as admissible to ~~same~~ ~~benefits~~ Officers promoted in the normal way to the I.A.S. or they are reverted to a lower service in which case they will get retirement benefits in that service.

open market might become necessary the Selection Agency and the procedure for such recruitment should be settled by the Government of India, in consultation with the the F.P.S.C.

All candidates appointed to the Emergency cadre should have a permanent tenure of service up to the normal age of retirement subject only to a probation for a period of two years. P.C.S. officers on being found fully fit for absorption in the regular cadre of the I.A.S. should be so absorbed. ~~Any~~ Any limitation of the tenure to five years on a contractual basis is undesirable and should be avoided. Subject to these conditions details of the tenure may be settled by the Government of India.

Pay:- The pay scales should be the same as for regular cadre of the I.A.S. Initial fixation of pay in the case of P.C.S. officers should be governed by rules already framed for promotion of P.C.S. Officers to the regular cadre of the I.A.S. except that the provision that the initial pay should be subject to the minimum of senior scale should not apply. The fixation of initial pay in respect of other recruits should be recommended by the Ad hoc Committee which makes the selections. ~~The Committee which makes the selections.~~ The Committee should take into account all relevant considerations including age, experience, qualifications and salary last drawn.

Seniority:- There should be no common order of ~~the~~ seniority between the members of the Emergency cadre and members of the regular cadre of the I.A.S. Even in the emergency cadre there should be one order for the P.C.S. officers based on their pay and another order of seniority for other recruits based on their pay. It might become necessary to settle a common order of seniority between these two wings of the emergency cadre but this can be considered later.

Retirement Benefits:- This ~~xx~~ may be settled by the Government of India in due course.

Government of India consider that there are practically no differences between the emergency cadre and the regular cadre of I.A.S. and that the maintenance of distinction in name might add to the difficulties of decisions relating to seniority etc. So they proposed to avoid the use of the term "Emergency Cadre" as they envisage the formation of an integrated cadre of I.A.S. in each province.

1.	2.	3.	4.
		than two months and not less than one month's salary per year.	Service; or those benefits will be provided for in a special contract, if they are conti- nued on a further contract.

OTHER CONDITIONS OF SERVICE. There is no difference of view. Officers of emergency Cadre will be entitled to leave, travelling allowance, and medical attendance, as admissible to officers of the I.A.S. They will be required to serve anywhere in India and will be ordinarily eligible for any appointment open to the I.A.S. But no posts will be specifically reserved for them.

7. Any other matter arising out of the above.

OTHER CONDITIONS OF SERVICE.

This should normally be the same as for the regular Cadre of the I.A.S.

(i) Supply of experienced officers to the Centre.

The existing quota of deputations to the Centre should be increased as shown below:-

PROVINCES.	No. of superior posts in the centre provided for in the IAS. Cadre.	No. of ICS. officers actually on deputation.	No. of additional officers to be supplied to the centre.	Enhanced quota.
Assam.	6	5	2	8
Bihar.	17	13	5	22
Orissa.	11		-	11
Bombay	13	18	3	16
C.P.&Berar.	10	16	10	20
East Punjab.	7	10	3	10
Madras.	18	19	18	36
U.P.	30	26	-	30
West Bengal.	13	16	13	26
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	125.	122	54	179
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~~***~~ NOTE:- The increased supply, it was noted, would be mainly in the form of experienced P.C.S. officers, since the Provinces have already supply as many I.C.S. officers as possible.

(ii) Training facilities for Central Secretariat Officers: It being clear that the additional supply of officers likely to be made by Provinces after the Emergency Cadre has been formed and trained will cover only a proportion of the extra needs of the Centre, the need will arise for Secretariat Officers of the Centre to be given systematic training in provincial administration and the arrangements of deputations from the Centre to the Provinces for this purpose. It was agreed that all Provinces would provide necessary facilities to the Centre for this purpose.

MINISTRY OF STATES

From

The Under Secretary to the Government of India,
Ministry of States.

To

The Chief Secretary, Government of Mysore, Bangalore.

Dated New Delhi the 27th January 1949.

Sub:- Indian Administrative and Police Services.



MS
2mm
31/1/49

I am directed to refer to your letter No. 3476/C.B. dated the 18th/19th November 1948 and to forward herewith copies of memoranda regarding the constitution of Indian Administrative and Police Services, containing details of the schemes. These memoranda read in conjunction with the enclosure to this Ministry's letter No.F.41-G/48, dated the 30th August 1948 will give a fuller idea of the schemes of the Indian Administrative and Police Services.

2. I am to request that a reply to this Ministry's letter mentioned above may kindly be expedited.

Yours faithfully,

Under Secretary to the
Government of India.

Memorandum regarding the constitution of an Indian Administrative Service to provide officers for the Central Government and the Governments of Assam, Bihar, Bombay, Central Provinces and Berar, East Punjab, Madras, Orissa, the United Provinces and the West Bengal.

The Central Government and the Governments of Assam, Bihar, Bombay, the Central Provinces & Berar, East Punjab, Madras, Orissa, the United Provinces and the West Bengal have agreed to constitute a Service called the Indian Administrative Service in accordance with the following provisions:-

- 1.(a) The strength, including both the number and character of posts, of the Indian Administrative Service shall be as specified in the Schedule.
- (b) The Schedule may, if and when considered necessary, be amended by the Central Government in consultation with the appropriate Provincial Government.
- 2.(a) Recruitment to the Indian Administrative Service shall be
 - (i) by direct recruitment; or
 - (ii) by promotion of members of a Provincial Civil Service.
- (b) Direct recruits for appointment to the Indian Administrative Service will be selected on the results of an examination held, by, or under the authority of, the Federal Public Service Commission and appointed to the Service by the Central Government. The regulations setting out the conditions of eligibility, nature of tests, etc. will be framed by the Central Government in consultation with the participating Provincial Governments and the Federal Public Service Commissioner.
- (c) A Provincial Government may declare that such number not exceeding twenty-five percent of the superior posts allocated to the Provincial Govt. in the Schedule to this memorandum

as may be specified by that Government shall be filled by that Government by promotion of members of the Provincial Civil Service.

(d) The rules regulating promotion of Provincial Civil Service Officers to the Indian Administrative Service shall be framed by the Provincial Government concerned in consultation with the Federal Public Service Commission and shall provide that no Provincial Civil Service officer shall be appointed to hold a superior post included in the Schedule for a period of more than one year unless the Federal Public Service Commission have certified that the officer is in every way fit to hold a superior post in the Indian Administrative Service.

(a) Posts included in the Schedule to this Memorandum shall be filled by members of the Indian Administrative Service unless ;

- (i) the vacancy is not likely to last for more than three months; or
- (ii) in the opinion of the Government concerned there is no suitable officer of the Indian Administrative Service available to hold the post.

(b) Every appointment of an officer who is not a member of the Indian Administrative Service, made to a post included in the Schedule to this Memorandum otherwise than in accordance with paragraph 2, for a period exceeding three months should be reported by the Provincial Government concerned to the Central Government with the reasons for making such appointment.

4. Candidates selected for appointment to the Indian Administrative Service will be allotted to the participating Provinces by the Central Government in consultation with the Provincial Government concerned and, as far as possible, in compliance with the latter's wishes. Candidates will as far as possible be allotted to their Province of origin and 1 or domicile.

5. (a) Candidates selected for appointment to the Indian Administrative Service will be appointed to the service on probation and will be required to undergo probation for such periods and at such places as the Central Government may determine.

(b) The Central Government will frame, in consultation with the Provincial Governments, rules to regulate the conduct, discipline and training of probationers.

6. A probationer on successful completion of his probation will be confirmed in the Indian Administrative Service. An officer belonging to the Indian Administrative Service shall be liable to serve anywhere in India either under the Central Government or under a Provincial Government. He shall submit himself to the orders of the Government under which ^{he} ~~they~~ is serving for the time being and of the officers and authorities under whom he may, from time to time, be placed by that Government; shall devote his whole time to his duties, shall at all times obey any rules prescribed by the Central Government and the Provincial Government under whom he is serving for the time being to govern officers of the Indian Administrative Service and shall perform such duties as may be assigned to him.

7. In order to ensure that the conditions of

service applicable to officers of the Indian Administrative service are as uniform as possible, rules regulating pay and other conditions of service will be framed by the Central Government to such extent as is considered necessary. Provincial Governments will, however, be consulted before the rules are framed, and before they are amended in any manner. In respect of matters not covered by the said rules, an officer of the Indian Administrative service will be governed by such rules as may be framed by the Government under which he is for the time being serving and, if no such rules are framed, by the rules applicable to the Central Service/Provincial Civil Service, Class I, as the case may be.

8. The Central Government may frame, in consultation with Provincial Governments, rules to regulate the conduct of members of the Indian Administrative Service.

9. (a) The following penalties may, for good and sufficient reason and as hereinafter provided, be imposed upon members of the Indian Administrative Service, namely -

- (i) Censure;
- (ii) Withholding of increment of promotion including stoppage at an efficiency bar;
- (iii) Reduction to a lower post or time-scale, or to a lower stage in a time-scale;
- (iv) Recovery from pay of the whole or part of any pecuniary loss caused to Government by negligence or breach of orders;
- (v) Removal from the Civil Service of the Crown, which does not disqualify from future employment.

(vi) Dismissal from the Civil Service of the Crown which disqualifies from future employment under the Central Government or Provincial Governments, unless the Government concerned directs to the contrary.

Explanation. The discharge of a person appointed on probation, during or at the end of the period of probation, on grounds arising out of the specific conditions laid down by the appointing authority, e.g. want of a vacancy, failure to acquire prescribed special qualifications or to pass prescribed tests does not amount to removal or dismissal within the meaning of this rule. But the discharge of a probationer, whether during, or at the end of the period of probation, for some specific fault or on account of his unsuitability for the service, amounts to removal or dismissal within the meaning of this rule.

(b) An officer against whom a disciplinary enquiry is pending may be suspended by the Government under which he is serving. An Officer under suspension shall be paid by the Government suspending him a subsistence allowance equal to one-third of the average monthly pay earned by him during the preceding twelve months. In addition the Government may direct payment of any compensatory allowance of which the officer was in receipt on the date of suspension to such extent and subject to such conditions as it may direct.

10. (i) No member of the Indian Administrative Service shall be removed or dismissed except by an order of the Central Government.

(ii) Before passing such an order the Central Government shall consult the Provincial Government concerned and the Federal Public Service Commission, and if the Federal Public Service Commission and the Provincial Government are in agreement, shall accept their agreed opinion. Where the Federal Public Service Commission and the Provincial Government concerned disagree, the decision as to the order to be passed shall rest with the Central Government and

shall be final.

11. Subject to the Provisions of Rule 12, the Government under which an officer of the Indian Administrative Service is serving may impose on him any of the penalties specified in clauses (i) to (iv) of paragraph 9(a).

Before imposing any punishment, however, the Government concerned shall consult the Federal Public Service Commission and shall not depart from the Commission's advice save only for exceptional reasons to be recorded in writing.

12. In order to provide for the case of a disciplinary order which, although not one of dismissal or removal, might have the effect of dismissal or removal by compelling an officer to resign, for example, an order requiring the recovery from an officer of a substantial pecuniary loss, a Provincial Government shall, before imposing contrary to the advice of the Federal public Service Commission, any penalty proposed to the Central Government. If the Central Government find that the proposed penalty is not such that it might reasonably be expected to compel the resignation of the officer concerned, they will return the case to the Provincial Government for passing final orders. If however the Central Government find to the contrary they will deal with the case as though it were one of dismissal or removal under rule 10.

- 13(i) No order imposing a penalty other than as order of censure or an order based on facts which have led to the Officer's conviction in a criminal court or by a court martial shall be passed against an officer of the Indian Administrative Service unless he is informed in writing of the grounds on which it is

is proposed to take action and has been afforded an adequate opportunity of defending himself. The grounds on which it is proposed to take action shall be reduced to the form of a definite charge or charges which shall be communicated to the officer charged together with a statement of the allegations on which each charge is based and of any other circumstances which it is proposed to take into consideration in passing orders on the case. He shall be required within a reasonable time to put in a written statement of his defence and to state whether he desires to be heard in person. If he so desires or if the authority concerned so directs an oral enquiry shall be held. At such enquiry evidence shall be heard as to such of the allegations as are not admitted and the officer charged shall be entitled to cross examine the witnesses, to give evidence in person and to have such witnesses called as he may wish, provided that the officer conducting the enquiry may for special and sufficient reasons to be recorded in writing refuse to call a witness. The proceedings shall contain a sufficient record of the evidence and a statement of the findings and grounds thereof.

(ii) The full procedure prescribed in sub-rule (i) above need not be followed in the case of a probationer discharged in the circumstances described in the Explanation under rule 9. In such cases it will be sufficient if the probationer is given an opportunity to show cause in writing against the discharge after being apprised of the grounds on which it is proposed to discharge him and his reply duly considered before orders are passed..

14. There shall be no appeal against any disciplinary order but the Government passing the order may revise, of its own motion or otherwise, any orders passed by it.

MINISTRY OF HOME AFFAIRS.

Memorandum regarding the constitution of an Indian Police Service to provide officers for the Central Government and the Governments of Assam, Bihar, Bombay, the Central Provinces and Berar, East Punjab, Madras, Orissa, the United Provinces and West Bengal.

The Central Government and the Governments of Assam, Bihar, Bombay, the Central Provinces and Berar, East Punjab, Madras, Orissa, the United Provinces and West Bengal have agreed to constitute a Service called the Indian Police Service in accordance with the following provisions:-

1. (a) The strength, including both the number and character of posts, of the Indian Police Service shall be as specified in the Schedule.
- (b) The Schedule may, if and when considered necessary, be amended by the Central Government in consultation with the appropriate Provincial Government.
2. (a) Recruitment to the Indian Police Service shall be
 - (i) by direct recruitment, or
 - (ii) by promotion of members of a Provincial Police Service.
- (b) Direct recruits for appointment to the Indian Police Service will be selected on the results of an examination held, by or under the authority of, the Federal Public Service Commission and appointed to the Service by the Provincial Government concerned. The regulations setting out the conditions of eligibility, the nature of tests, etc., will be framed by the Central Government in consultation with the Provincial Governments and the Federal Public Service Commission.
- (c) Recruitment to posts on the cadre of any particular Province will be ordinarily confined to persons belonging to that Province, including persons domiciled therein.

- (d) A Provincial Government may declare that such number not exceeding twenty-five percent of the superior posts allocated to the Provincial Government in the Schedule to this memorandum as may be specified by that Government shall be filled by that Government by promotion of members of the Provincial Police Service.
 - (e) The rules regulating the promotion of Provincial Police Service Officers - - - - - to the Indian Police Service shall - - - - - be framed by the Provincial Government concerned in consultation with the Federal Public Service Commission and shall provide that no Provincial Police Service officer shall be appointed to hold a superior post included in the Schedule for a period of more than one year unless the Federal Public Service Commission have certified that the officer is in every way fit to hold a superior post in the Indian Police Service.
3. (a) Posts included in the Schedule shall be filled by members of the Indian Police Service unless -
- (i) the vacancy is not likely to last for more than three months; or
 - (ii) in the opinion of the Government concerned there is no suitable officer of the Indian Police Service to hold the post.
- Every appointment of an officer who is not a member of the Indian Police Service, made to a post included in the Schedule to this memorandum, otherwise than in accordance with Rules 2, for a period exceeding three months shall be reported by the Provincial Government concerned to the Central Government with the reasons for making such appointment.

4. Candidates selected for appointment to the Indian Police Service will be allotted to the Provinces by the Central Government in consultation with the Provincial Government concerned and, as far as possible, in compliance with the latter's wishes.
5. (a) Candidates selected for appointment to the Indian Police Service will be appointed to the Service on probation and will be required to undergo probation for such periods and at such places as the Central Government may determine.
(b) The Central Government will frame, in consultation with the Provincial Government, rules to regulate the conduct, discipline and training of probationers.
6. A probationer, on successful completion of his probation, will be confirmed in the Indian Police Service. An officer belonging to the Indian Police Service shall be liable to serve anywhere in India either under the Central Government or under a Provincial Government. He shall submit himself to the orders of the Government under which he is serving for the time being and of the officers and authorities under whom he may, from time to time, be placed by that Government; shall devote his whole time to his duties; shall at all times obey any rules prescribed by the Central Government and the Provincial Government under whom ^{he} ~~his~~ is serving for the time being to govern officers of the Indian Police Service and shall perform such duties as may be assigned to him.
7. In order to ensure that the conditions of service applicable to officers of the Indian Police Service are as uniform as possible, rules regulation pay and other conditions of service will be framed by the Central Government to such extent as may be considered necessary. Provincial Governments will, however, be consulted before the rules are framed, and before they are amended in any manner. In respect of matters not covered by the said rules, an officer of the Indian Police Service will be governed by such rules as may be framed by the ^Government under which.....

which he is for the time being serving and, if no such rules are framed, by the rules applicable to the Central Civil Service,
Provincial Police Service,

class I, as the case may be,

8. The Central Government may frame, in consultation with Provincial Governments, rules to regulate the conduct of members of the Indian Police Service.

9. (a) The following penalties may, for good and sufficient reason and as hereinafter provided, be imposed upon members of the Indian Police Service, namely -

(i) Censure;

(ii) Withholding of increment or promotion including stoppage at an efficiency bar;

(iii) Reduction to a lower post or time-scale, or to a lower stage in a time-scale;

(iv) Recovery from pay of the whole or part of any peculiar loss caused to Government by negligence or breach of order;

(v) Removal from the Civil Service of the Crown, which does not disqualify from future employment;

(vi) Dismissal from the Civil Service of the Crown which disqualifies from future employment under the Central Government or Provincial Government, unless the Government concerned directs to the contrary.

Explanation. The discharge of a person appointed on probation, during or at the end of the period of probation, on grounds arising out of the specific conditions laid down by the appointing authority, e.g. want of a vacancy, failure to acquire prescribed special qualifications or to pass prescribed tests, does not amount to removal or dismissal within the meaning of this rule. But the discharge of a probationer, whether during, or at the end of the period of probation, for some specific fault or on account of his unsuitability for the service, amounts to removal or dismissal within the meaning of this rule.

(b)

(b) An officer against whom a disciplinary enquiry is pending may be suspended by the Government under which he is for the time being serving. An officer under suspension shall be paid by the Government suspending him a subsistence allowance equal to one-third of the average monthly pay earned by him during the preceding twelve months. In addition that Government may direct payment of any compensatory allowance of which the officer was in receipt on the date of suspension to such extent and subject to such conditions as it may direct.

(a) Subject to the provisions of Rule 11, the Government under which an officer of the Indian Police Service is serving may impose on him any of the penalties mentioned in Rule 9.

(b) Before imposing any such punishment the Government concerned shall consult the Federal Public Service Commission and shall not depart from the Commission's advice save only for exceptional reasons to be recorded in writing.

11. In order to provide for the case of a disciplinary order which, although not one of removal or dismissal, might have the effect of removal or dismissal by compelling an officer to resign, for example, an order requiring the recovery from an officer of a substantial pecuniary loss, a Provincial Government shall, before imposing contrary to the Advice of the Federal Public Service Commission, any penalty other than censure, report the case and the penalty proposed to the Central Government. If the Central Government find that the proposed penalty is not such that it might reasonably be expected to compel the resignation of the officer concerned, they will return the case to the Provincial Government for passing final orders. If, however, the Central Government find to the contrary, they will deal with the case as though it were one of removal or dismissal.

12. (a) No order imposing a penalty other than an order of censure or an order based on facts which have led to the

officer's conviction in a criminal court or by a court martial shall be passed against an officer of the Indian Police Service unless he is informed in writing of the grounds on which it is proposed to take action and has been afforded an adequate opportunity of defending himself. The Grounds on which it is proposed to take action shall be reduced to the form of a definite charge or charges which shall be communicated to the Officer charged together with a statement of the allegations on which each charge is based and of any other circumstances which it is proposed to take into consideration in passing orders on the case. He shall be required within a reasonable time to put in a written statement of his defence and to state whether he desires to be heard in person. If he so desires or if the authority concerned so directs, an oral enquiry shall be held. At such enquiry evidence shall be heard as to such of the allegations as are not admitted and the officer shall be entitled to cross-examine the witnesses, to give evidence in person and to have such witnesses called as he may wish, provided that the officer conducting the enquiry may for special and sufficient reasons to be recorded in writing refuse to call a witness. The proceedings shall contain a sufficient record of the evidence and a statement of the findings and grounds thereof.

(b) The full procedure prescribed in sub-rule (a) above need not be followed in the case of a probationer discharged in the circumstances described in the Explanation under Rule 9. In such cases it will be sufficient if the probationer is given an opportunity to show cause in writing against the discharge after being apprised of the grounds on which it is proposed to discharge him and his reply duly considered before orders are passed.

13. There shall be no appeal against any disciplinary order but the Government passing the order may revise, of its own motion or otherwise, any orders passed by it.

Y AIR MAIL.

No 6356/CB

10th Feb. 1949

The Secretary to the Government of India,
Ministry of States,
New Delhi.

Subject: Indian Administrative and Police Services.

I am directed to acknowledge with thanks the receipt of your letter No.F.41-G/48 dated 27th January 1949, on the above subject, and to state that, although the memoranda now received contain more details of the schemes, they do not answer specifically the points raised in my letter No. 3476/C.B. dated 18/19th November 1948. They do not also give a clearer idea of the principle of reciprocity.

In the circumstances, I am to request that information on the points raised therein may kindly be furnished more particularly on the number of posts that have to be reserved by the Mysore State for members of the Indian Administrative/Police Services and the number of posts that will be allotted to Mysore State in the Administrative/Police Services in the different scales. These figures are quite essential for examining the financial effects of the schemes.

On receipt of these details, this Government will be glad to examine the schemes further and to furnish their views in the matter as soon as possible.

Yours faithfully,

amp
10/2/49
Chief Secretary to Government.
Cks

G. R. S, App. F. G. 3.

GENERAL AND REVENUE
SECRETARIAT.

(Continuation sheet draft from.)

By Air Mail.

To

The Secretary to the Govt. of India
Ministry of States,
New Delhi.

Sir,

Subject:- Indian Administration and Police Services.

I am directed to acknowledge with thanks the receipt of your letter No. F. 41- G/48, dt 27.1.49, on the above subject, and to state that although the memoranda now received contain more details of the schemes, they do not answer specifically the points raised in my letter No. 3476/48 dt 18th/19th November 1948. They do not also give a clearer idea of the principle of reciprocity. In the circumstances, I am to request that - information on the points raised therein may kindly be furnished - more particularly on the number of posts that have

to be reserved by the Mysore State for members of the Indian Administrative / Police Services and the number of posts that will be allotted to Mysore State in the Administrative / Police Services in the different scales. These figures are quite essential for examining the financial effects of the schemes.

On receipt of these details, the Government will be glad to examine the scheme further and to furnish their views in the matter as soon as possible.

Yours faithfully,

Chief Secretary to Govt

2MR
9.2.49

LD
8.2.49

SW 5411, 6834
CB
59

No.F.23(4)-S/49

From

The Joint Secretary to the Government of India,
Ministry of States.

To

The Chief Secretary to the Government of Mysore,
BANGALORE.

Dated New Delhi, the 21st June, 1949.

Sir,

Government of India have for some time been considering the question of participation of the States and Unions of States in the Indian Administrative Service Scheme. In their Express Letter to all the States and Unions (No.F.41-G/48 dated the 30th August, 1948), it was suggested that States and Unions might participate in the Indian Administrative Service Scheme and establish their own cadres based on common service conditions on an all-India basis as the Provinces have done. Subsequently a provisional Scheme for the participation of the States and Unions of States was prepared by the Government of India and copies circulated to some of the Unions.

2. The replies to these communications indicate that generally the States and the Unions are willing to participate in a common scheme of recruitment to the Indian Administrative Service on an all-India basis. It is now necessary to formulate precise proposals and implement them without delay. The matter has assumed some urgency because the Special Recruitment Board appointed by the Government of India to recruit officers to fill the vacancies in the various Provincial cadres of the I.A.S. is now about to conclude its work. For the fresh cadres of the Indian administrative Service now proposed to be constituted for the States and Unions, it will be advantageous to fill all vacancies that might arise therein by appointment of candidates recommended by the Special Recruitment Board. It is, therefore, necessary to synchronize the programme of the Special Recruitment Board with that of the Scheme for the extension of the Indian Administrative Service Scheme to the States and Unions. It is accordingly proposed to convene a meeting of the Chief Secretaries of the Unions and States to arrive at final conclusions regarding the participation of the Governments of these Unions and States in the Indian Administrative Service Scheme. The meeting will be held in the States Ministry on Monday the 25th July 1949 at 10 A.M.

3. I am to enclose a questionnaire which will indicate the information that will be required for purposes of finalising the scheme of participation of States now under contemplation. It is requested that answers to this questionnaire may be compiled as early as possible and sent in triplicate to the Ministry of States at least a fortnight before the date fixed for the meeting.

4. The broad points for consideration and decision in respect of the constitution of the Indian Administrative Service cadres for States and Unions are as follows :-

(i).....

(i) Strength of the cadres

State

The first point to decide would be the number and nature of posts in each State or Union of States to be included in the Indian Administrative Service cadre for that/or Union. The class of posts normally included by Provincial Governments in their own cadres are divided into two groups; (a) senior and (b) junior. The senior cadre normally consists of posts of District Officers including in some cases Additional District Officers and those of Heads of Departments and other Secretariat posts carrying no less rank than that of a District Officer. In the junior grade of the cadre a proportionate number of junior posts is included which serves the purpose of training for posts in the senior grade. The junior grade posts normally include posts of officers in charge of Sub-Divisions and posts carrying similar rank in the Secretariat. The number of posts in the senior and the junior grades having been fixed, additions are made on a fixed percentage basis for leave reserve, deputations and training.

(ii) After deciding the strength and the cadre in each State or Union, the next point for decision would be whether a State or Union should have a separate cadre of its own or should join with a neighbouring State, Union or a Province to form a joint cadre. The decision on this point would naturally have to depend largely on the grounds mentioned in (i) above for the State or Union concerned. If the cadre strength in a particular State or Union so calculated is comparatively small, it would be of advantage to join a neighbouring unit for purposes of a joint cadre. A comparatively bigger cadre has the advantage of attracting officers of superior calibre and is more flexible in management. This flexibility is of particular importance at the initial stage.

at once

after?

(iii) A question that, will naturally arise is the effect which the organisation of a new cadre will have on the existing incumbents. It should be made clear that provision will be made in the scheme for consideration on merits of all existing incumbents of posts that are hereafter included in the I.A.S. cadre. Thereof, the existing incumbents who are considered by the Federal Public Service Commission or the Special Recruitment Board to be of an all-India standard will be immediately absorbed in the I.A.S. In fact, such officers would have the first claim for consideration for appointment to the State cadres of the I.A.S. and only in so far as the numbers so selected do not suffice to fill all the posts in the cadre will others have to be appointed on the recommendation of the Federal Public Service Commission or the Special Recruitment Board. There may be another class of officers among the existing incumbents of the cadre posts who, though not immediately upto the all-India standard, show sufficient promise to attain this standard after some further experience and training. It is contemplated that the Federal Public Service Commission or the Special Recruitment Board, as the case may be, will ear-mark such officers and place them in a special reserve from which future appointments to the I.A.S. may be made. It will thus be appreciated that every opportunity will be given to absorb all officers who are likely to be of value to the all-India Service in the proposed I.A.S. cadres of the States and Unions.

5. It must be remembered that under the existing orders of the Government of India persons domiciled in the acceding

States.....

States or Unions of States become eligible for appointment to the I.A.S. only when the States concerned participate in the I.A.S. Scheme.

6. At the meeting to be held on the 25th July 1949 it is proposed to finalise all questions relating to the constitution of I.A.S. cadres in the States and Unions. The Government of India will, therefore, be grateful if all relevant information is supplied to them in advance and the State Representatives are instructed to come to the meeting fully prepared for detailed discussion and for taking final decisions on behalf of their respective Governments. }

Yours faithfully,



Joint Secretary to the Government of
India.

QUESTIONNAIRE.

1. Name of the Union of State. **MYSONE**
2. Area **29,174.62 Sq. miles.**
3. Population according to the latest figures available. **73, 29, 140**
(1941 Census)
4. Number of Administrative Units into which Union has been divided at present, e.g. Districts, Tehsils, etc. **10**
giving details regarding their area and population (Details Please See 5 & 6)
as far as possible. **Districts — 10.**
Tehsils — 82.
5. Number and nature of existing posts
e.g. (a) Heads of Districts; **10 - held by Dep. Commissioners**
(b) Secretaries to Government; **9** **Civil Secretaries 7**
Non-civil Secretaries 2
(c) Other posts of or above the rank of Heads of Districts, which require to be held by officers **20**
who are qualified to be Heads of District,
or Secretaries to Government.
6. Number and nature of posts proposed by the Union Government for inclusion in the I.A.S. Cadre, viz.,
 - (a) Heads of Districts;
 - (b) Secretaries to Government
(including Chief Secretary)
 - (c) Other posts e.g.,
Secretary to Rajpramukh;
Members, Board of Revenue
Deputy Secretary to Government;
Secretary, Board of Revenue;
Registrar of Co-operative Societies;
Settlement Officer,
Additional District Magistrates; etc. etc.
 - (d) Ancillary Junior Posts and the Schedule of Duty Posts.

20 -
27 -
About 23 posts
Letter no -
(being 25th)
Strength in the
following
District
Sr. Dist. Officer

PART II

7. Do the Union Governments maintain a cadre of "Administrative Officers" to man the posts referred to in (5) above? If so, what is the sanctioned strength of the cadre, its actual strength and the pay scales?
8. (i) What is the method of recruitment to the State Services.
- (ii) Are the State services divided into grades? If so, what are the grades and how are officers promoted from one grade to another?
9. A list of the present members of the cadre along with their date of birth, educational qualifications and present emoluments may please be supplied.

Yes.

Sanctioned strength = 16 + 1 (temp)

Actual strength = 30

Pay scales:

H.A. 7 Dept. Rs. 1400

D.C. I class: Rs. 1200

II " : Rs. 1000

III " : Rs. 800.

Sr. Asst. Commr. : Rs. 500-25-600

Post Commr. : Rs. 300-25-500.

8(i) By Direct nomination

b) By Competitive Exam. c) Mysore Civil Service Ex.

c) By Selection from lower ranks

(ii) Please see para 199 of the Manual of Gen. Civil Servants

9. Please see reply to item 7 above.

Please see Copy of Civil dist herewith

- vide pgs. - 2 to 28 and
1/2

No.F.23(4)-S/49.

From The Under Secretary to the Government of India,
Ministry of States.

To The Chief Secretary to the Government of Mysore,
Bangalore.

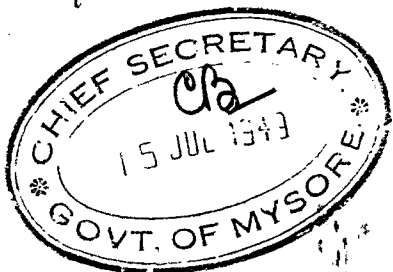
Dated New Delhi, the 13th July, 1949.

Participation in the Indian Administrative
Service Scheme.

Sir,

I am directed to refer to this Ministry's letter
No.F.23(4)-S/49, dated the 21st June 1949, on the subject
noted above, and to request that the information called for
in paragraph 3 thereof may kindly be furnished as soon
as possible.

Yours faithfully,



A. J. Acharya

Under Secretary
to the Government of India.

BD/

NO. 749/CB

Dated 20.7.49

To *Ind. three & one look.*

The Secretary to the Govt. of India,
Ministry of States,
NEW DELHI.

Sub: Participation in the Indian
Administrative Service Scheme.

With reference to your letter No.F.23(4).
49 dated 21st June 1949, I am directed to state
that the Chief Secretary to the Government of
Mysore is being deputed to participate in the
Meeting of the Chief Secretaries of Unions and
States to be held in the States Ministry at New
Delhi on the 25th July 1949. Meanwhile, I am

*state that the Govt.
have carefully considered*

~~to state that the Govt. have carefully considered~~
the Scheme received with your letter No.F.41-
G/48 dated 30th August 1948; and ^{to communicate} ~~the following~~ ^{the following}
~~statement of their views in the matter~~

Mysore has had a Civil Service based
largely on the system prevailing in adjacent
Provinces under British administration. The
question therefore arises whether, apart from
financial commitments, it is possible to
introduce at this stage any personnel from
outside Mysore into the senior scale. It
is felt that the question of selecting some
of the existing officers as senior scale
officers and treating the rest on the Mysore
scale would produce dissatisfaction in the
service. As this is a homogeneous service
which has been built up in the State and
does not present the difficulties which some
of the Unions of States present in this
matter, the Government of Mysore is of the
opinion that it is not desirable to introduce
any new elements in the senior scale or
indeed to differentiate among the existing
personnel in that scale.

So far as ^{the} junior scale is concerned,
at present, the Mysore State recruits to
this cadre, i.e., Assistant Commissioners,
both by promotion from the lower ranks and
by direct appointments, either through a
competitive examination or by nomination.
The Mysore Government is anxious to join in
the benefits of an Indian Administrative Service
particularly if, and because, it
will give subjects of the State an opportunity
to participate in the Administrative
Service of the Dominion of India. ~~The~~ Government
propose that 25 per cent of vacancies
arising from time to time in the cadre of
Assistant Commissioners, that is, the junior

scale, may be filled up by candidates selected by the Indian Administrative Service, and the remaining 75 per cent will be filled up in the State by promotion or by direct recruitment. The officers taken initially in this manner will, at the appropriate stage, be promoted to the senior scale by the Indian Administrative Service. It is therefore unnecessary to earmark any particular appointments or fix any particular ~~appointments~~ number of places in the senior scale for such officers.

There will thus be a differential scale of pay for the Indian Administrative Officers who are recruited initially to the Junior scale and when they are promoted to the senior scale, differing from the scale of pay which other Mysore Civil servants recruited otherwise will be drawing. This anomaly exists elsewhere also and, though it is new to Mysore, the Government of Mysore, in the interests of reciprocity, are prepared to accept this anomaly.

So far as ^{the} police service is concerned, ^{the} Government of Mysore do not consider it necessary to have officers of the All Indian Service.

I am to express the hope that ^{views of this Govt.} this will be acceptable to the Government of India.

The information called for in Paragraph 3 of your letter dated 21st June 1949 is furnished in triplicate as desired.

Yours faithfully,

15.197
Chief Secretary to Government.

2001R

18.7.49

17.7.49

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

No. 749/CB

Inch. three &
one book.

FROM

General and Revenue Secretariat,

Dated Bangalore, 30th July.... 1949.

~~(Camp) Mysore,~~

*The Chief Secretary to the Government of His Highness
the Maharaja of Mysore.*

To

The Secretary to the Government of India,
Ministry of States,
NEW DELHI.

SIR,

Subject: Participation in the Indian
Administrative Service Scheme.

With reference to your letter No.F.23(4)-S/49 dated 21st June 1949, I am directed to state that the Chief Secretary to Government of Mysore is being deputed to participate in the Meeting of the Chief Secretaries of Unions and States to be held in the States Ministry at New Delhi on the 25th July 1949. Meanwhile, I am to state that this Government have carefully considered the scheme received with your letter No.F.41-G/48 dated 30th August 1948 and to communicated the following statement of their views in the matter:

Mysore has had a Civil Service based largely on the system prevailing in adjacent Provinces under British administration. The question therefore arises whether, apart from financial commitments, it is possible to introduce at this stage any personnel from outside Mysore into the senior scale. It is felt that the question of selecting some of the existing officers as senior scale officers and treating the rest on the Mysore scale would produce dissatisfaction in the service. As this is a homogeneous service which has been built up in the State and does not present the difficulties which some of the Unions of States present in this matter, the Government of Mysore is of the opinion that it is not desirable to introduce any new elements in the senior scale or indeed to differentiate

among the existing personnel in that scale.

So far as the junior scale is concerned, at present, the Mysore State recruits to this cadre, i.e., Assistant Commissioners, both by promotion from the lower ranks and by direct appointments, either through a competitive examination or by nomination. The Mysore Government is anxious to join in the benefits of an Indian Administrative Service particularly if, and because, it will give subjects of the State an opportunity to participate in the Administrative Service of the Dominion of India. The Government propose that 25 per cent of vacancies arising from time to time in the cadre of Assistant Commissioners, that is, the junior scale, may be filled up by candidates selected by the Indian Administrative Service, and the remaining 75 per cent will be filled up in the State by promotion or by direct recruitment. The officers taken initially in this manner will, at the appropriate stage, be promoted to the senior scale by the Indian Administrative Service. It is therefore, unnecessary to earmark any particular appointments or fix any particular number of places in the senior scale for such officers.

There will thus be a differential scale of pay for the Indian Administrative Officers who are recruited initially to the Junior scale and when they are promoted to the senior scale, differing from the scale of pay which other Mysore Civil Servants recruited otherwise will be drawing. This anomaly

exists elsewhere also and, though it is new to Mysore, the Government of Mysore, in the interests of reciprocity, are prepared to accept this anomaly.

So far as the police service is concerned, the Government of Mysore do not consider it necessary to have officers of the All Indian Service.

I am to express the hope that these views of the Government will be acceptable to the Government of India.

The information called for in Paragraph 3 of your letter dated 21st June 1949 is furnished in triplicate as desired.

Yours faithfully,

✓ Chief Secretary to Government.
HNV

QUESTIONNAIRE.

1. Name of the Union or State. Mysore
2. Area 29,474.82 Sq. miles
3. Population according to the latest figures available 75,29,140 1941 Census
4. Number of Administrative Units into which Union has been divided at present, e.g. Districts, Tehsils, etc., giving details regarding their area and population as far as possible (For details, please see statement attached).
Districts - 10
Tehsils - 82
5. Number and nature of existing posts:
e.g. (a) Heads of Districts 10 - held by Deputy Commissioners
(b) Secretaries to Government 9 - Civil Service 7) Vide Non-Civil) list Service 2) attached
(c) Other posts of or above the rank of Heads of Districts, which require to be held by officers who are qualified to be Heads of District, or Secretaries to Government 20 (Vide list attached)
6. Number and nature of posts proposed by the Union Government for inclusion in the I.A.S. Cadre, viz.,
(a) Heads of Districts;
(b) Secretaries to Government (including Chief Secretary)
(c) Other posts e.g.,
Secretary to Rajpramukh;
Members, Board of Revenue;
Deputy Secretary to Govt;
Secretary, Board of Revenue;
Registrar of Co-operative Societies;
Settlement Officer;
Additional District Magistrates; etc. et.
(d) Ancillary Junior Posts and the Schedule of Duty Posts.
- Please see letter No. 749) &
Dated 20th July 49.
About 23 posts - vide letter No. 749) & dated 20th July 49.
(being 25% of total strength which is as follows:
Asst. Commissioners 76 plus 6 (Temp)
Senior Asst. Commissioners 10
Total: 92

PART II

Do the Union Governments maintain a cadre of "Administrative Officers" to man the posts referred to in (5) above? if so, what is the sanctioned strength of the cadre, its actual strength and the pay scales?

Yes.

Sanctioned strength - 16 plus 1 (Temp.)

Actual strength - 30

Pay scales:

Head of Department .. Rs. 1,400

D.C. I Class .. 1,200

" II " .. 1,000

" III " .. 800

Senior Asst. Commissioners .. Rs. 500-25-600

Assistant Commissioners .. Rs. 300-25-500

(1) What is the method of recruitment to the State Services.

All admissions to the grade of Assistant Commissioners shall be only in one of two ways, viz:-

(1) By success at a competitive examination of candidates approved by His Highness the Maharaja; and

(2) By special selection made by His Highness the Maharaja:

(a) from members of the lower ranks of the Mysore Public Service who have rendered meritorious service and have shown themselves fit in every way for holding higher appointments and who have also qualified themselves by passing the prescribed examinations, or,

(b) on considerations of family or special considerations of fitness or for maintaining the representative character of the service.

(11) Are the State services divided into grades? If so, what are the grades and how are officers promoted from one grade to another?

Please see reply to item 7 above.

9. A list of the present members of the cadre along with their date of birth, educational qualifications and present emoluments may please be supplied.

Please see copy of Civil List herewith, - vide pages 2 to 28 and list attached.

Am. Ramakrishna
Chief Secretary to Government.

•(4) Administrative Units into which the State has been divided:

- (1) Bangalore District (Urban)
- (2) Bangalore District
- (3) Mysore District
- (4) Kolar District
- (5) Tumkur District
- (6) Mandya District
- (7) Hassan District
- (8) Chickmagalur District
- (9) Shimoga District
- (10) Chitaldrug District

<u>Name of District</u>	<u>Area</u>	<u>Population</u>
(1) Bangalore District (Urban)	3,055 Sq. miles	10,40,299
(2) Bangalore District	Bangalore City Municipality 13 sq.miles	2,48,334
	Civil Station 14 "	1,58,426
~~22x22x~~		
(3) Mysore District	3,529 sq. miles	9,09,002
(4) Kolar District	3,157 sq. miles	8,36,954
	K.G.F.City 30 sq. miles	1,33,859
(5) Tumkur District	4,084 sq. miles	9,53,877
(6) Mandya District	1,915 sq. miles	6,35,588
(7) Hassan District	2,636 sq. miles	6,27,718
(8) Chickmagalur District	2,775 sq. miles	3,58,290
(9) Shimoga District	4,058 sq. miles	5,51,149
(10) Chitaldrug District	4,179 sq. miles	7,25,104

Don. Ramakrishna
Chief Secretary to Government.
KHS

Item 5 (b) of Questionnaire.

CIVIL SERVICE - 7

1. Chief Secretary
2. Financial Secretary
3. General Secretary
4. Education Secretary
5. Secretary to Govt., Public Health, Food & Civil Supplies Departments.
6. Secretary to Govt., Development Department
7. Secretary to Government, Revenue Department.

NON-CIVIL SERVICE. 2

1. Secretary to Govt., Law Department and Legal Remembrancer.
2. Secretary to Govt., Public Works and Electrical Departments.

Sd/- Ramakrishna Rao.
For Chief Secretary to Government.

As

- Districts
- (5) (a) Posts of or above the rank of Heads of ~~Departments~~ which require to be held by officers who are qualified to be Heads of Districts or Secretaries to Government:

- (1) Revenue Commissioner
- (2) Superintendent, Land Records
- (3) Excise Commissioner
- (4) Commissioner of Income-tax
- (5) Deputy Commissioner of Income-tax
- (6) Private Secretary to His Highness the Maharaja
- (7) Huzur Secretary to His Highness the Maharaja
- (8) Chief Auditor, Mysore State Railway
- (9) Inspector-General of Police
- (10) Additional Director of Industries & Commerce (Temporary)
- (11) Commissioner of Labour
- (12) Controller of Civil Supplies (Temporary)
- (13) Director, Mysore Iron & Steel Works
- (14) Registrar of Co-operative Societies
- (15) Municipal Commissioner, Bangalore City Municipality
- (16) Municipal Commissioner, Mysore City Municipality
- (17) Commissioner for Rural Development
- (18) Director of Food Supplies (Temporary)
- (19) Additional Director of Food Supplies (Temporary)
- (20) Commissioner of Economic Development & Planning (Temporary)

For chief Secretary to the Govt. of Mysore
1958

Item 9 of Questionnaire.

1. Revenue Commissioner
2. Excise Commissioner
3. Inspector-General of Police
4. Financial Secretary to Government
5. Director of Food Supplies (Temporary)

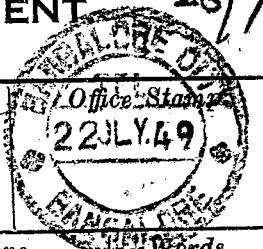
Don. Kamsuthmaige
For chief Secretary to the Govt. of Mysore
HKB



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

CS. Has this not been
depd? I thought it was
sent from Mysore.
Today.

115
23/7



NOTICE.

This form must accompany any inquiry made respecting this telegram

Charges to pay.

Rs.

As.

Handed in at (Office of Origin):

Date.

Hour.

Minute.

Service Instructions.

Words.

New Delhi

27

...

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Recd. here at

21

H.

25

'M.

TO

Immediate Chief Sec

Mysore Government. Bg 8

= 1032 S Reference correspondence ending
with State Ind Letter no 6 23 (4) S/49
of 13th July Regarding detailed information
for participation in Indian administrative
service stop neatly read so far

N.B. - The name of the Sender, if telegraphed, is written after the text.

Th. & Co., Ltd., Madras-15-10-48-68,900 Books.

with State Ind Letter no 6 23 (4) S/49
on 25th July if it has not been already
despatched - State Ind

Submitted

Draft and fair of telegram put up for approval.

amr

23.7.49

115

23.7.49.

cc of Secy)

115

23/7

amr

23/7/49

Telegram issued

EXPRESS TELEGRAM

STATESIND

NEW DELHI

REFERENCE YOUR TELEGRAM NUMBER 1032 S DATED
22ND REGARDING PARTICIPATION IN ADMINISTRATIVE
SERVICE STOP DETAILED INFORMATION FURNISHED IN
MY LETTER NUMBER 749/C.B. DESPATCHED BY REGISTERED
AIRMAIL ON TWENTIETH STOP CHIEF SECRETARY MYSORE
GOVERNMENT LEAVING TOMORROW BY AIR TO ATTEND
CONFERENCE ON 25TH

CHISEC

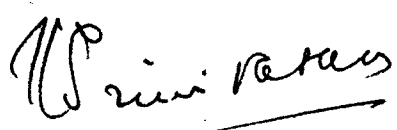
Not to be telegraphed:

General and Revenue Secretariat,
Bangalore, 23rd July 1949.

Sd: K. SRINIVASAN,
Chief Secretary to Government.

Memo No.

Post copy, in confirmation, is forwarded with compliments,
to the Secretary to Government of India, Ministry of States, New
Delhi.


Chief Secretary to Government.

